

Initial Report

Last Modified: 05/20/2014

1. Title of your program:

Text Response

IndyBar Diversity Job Fair

2. Bar association name and mailing address:

Text Response

Indianapolis Bar Association 135 N. Pennsylvania Street, Suite 1500 Indianapolis, IN 46204

3. Program contact name, title, phone number and email address:

Text Response

Caren Chopp Pro Bono & Legal Services Coordinator 317-269-2000 cchopp@indybar.org

4. Number of association members:

Text Response

4988

5. Please describe your program. Include program objectives, target audience, program outcome:

Text Response

As members of the Indianapolis Bar Association's Diversity Job Fair Committee, we respectfully seek consideration and selection for the 2014 ABA Partnership Award. For more than a century, the Indianapolis Bar Association (IndyBar) has been a staple of the Central Indiana community, enriching its members and the larger community through its mission to serve members, promote justice, and enhance the legal profession. The Diversity Job Fair began seven years ago as part of the IndyBar's recognition of the positive impact diversity has within the Indianapolis community. This member-driven IndyBar event is designed to attract talented, diverse professionals to Indianapolis, as well as provide Indianapolis-area legal employers with opportunities to identify and recruit the best and brightest for summer employment in Indianapolis. The IndyBar Diversity Job Fair The broad goals of the IndyBar Diversity Job Fair are to (1) increase the number of diverse attorneys practicing in central Indiana, (2) engage IndyBar members in a shared commitment to diversifying the legal profession, and (3) showcase Indianapolis as a destination for talented, diverse law students to work and develop their careers. This event reaches beyond the scope of traditional on-campus interviewing and hiring efforts because it encourages collaboration among Indianapolis legal employers around their shared value of diversifying our legal community. The Diversity Job Fair provides diverse law students from both in state and out of state law schools with opportunities to network and interview with a variety of legal employers. In addition to reaching out to racially diverse law students, the Fair approaches diversity broadly, including outreach to law students who self-identify as lesbian, bisexual, gay, or transgendered (LGBT) and to law students with disabilities. Collaborative Approach to

Creation of the Diversity Job Fair In 2007, a Committee composed of IndyBar attorney and student members convened to create the inaugural Diversity Job Fair. The Committee developed a plan for the first-ever Fair, which initially included extensive research of law schools (Indiana, regional/Midwest and national) with strong commitments to diversity and affinity group networks. The Committee collected and organized contact information about the Professional and Career Services departments at those schools. This research resulted in the Job Fair's contact list of more than 125 law schools across the United States that receive and publicize information about the Diversity Job Fair. The Committee also talked with representatives from the Cook County Job Fair in Chicago and the Heartland Job Fair in Kansas City. Finally, the IndyBar staff received training on Symplicity software, a software program utilized to offer online registration for students and employers. Symplicity also develops the final lists of interviews for the employers and law students, which is a critical service for executing a job fair. The Committee's chairperson was appointed, branding and marketing collateral was created, a budget was prepared, a hotel was booked for interview suites and the 2008 Diversity Job Fair was underway. Measurable Growth and Success of the Diversity Job Fair The Diversity Job Fair has grown steadily each year since its inception in all areas of measurement, including law students who participate and secure employment, legal employers who interview and hire law students, and sponsors who provide financial or in-kind support to the Job Fair. The inaugural Job Fair included 17 employers, with 55 law students participating. The 2013 Fair enrolled 28 employers and had nearly 80 law student participants. With each year, the Job Fair's positive outcomes grow. As evidence of the event's impact on the Indianapolis community, approximately 20% of interviewing students are offered summer employment through the Job Fair, and dozens of diverse law students work in Indy each summer as a direct result of this event. Over the years, as the Job Fair's brand and reputation has grown, the legal employer base has also grown and now includes large firms, mid-sized firms, boutique-specialty firms, government agencies, public interest organizations, corporate in-house legal departments, non-profit organizations and the United States District Court. Between 2008 and 2013, the number of interviewing employers has nearly doubled. For a list of employers participating in 2013, please see our website at www.ibadiversityjobfair.org. What Makes the IndyBar Diversity Job Fair Different? The IndyBar Diversity Job Fair has actively differentiated itself from similar events that take place in other cities. At its core the Job Fair is an inclusive, collaborative effort designed to showcase equally the legal community and the city itself. This culture of inclusion and collaboration is evident in the additional benefits and opportunities - for students and employers - that accompany the Fair. They include:

- Networking reception with attorneys and judges held the evening before the Fair so students can interact with members of the Indianapolis legal community and experience the city
- \$2500 Scholarship giveaway(s) to an interviewing student(s)
- Keynote lunch presented by a leader in the Indianapolis legal community is held between the morning and afternoon interviews
- Resume review during the Fair provided by Society of Human Resource Management representatives
- Two one-hour workshops for students about "what to expect from an Indianapolis summer internship" and for employers on "how to effectively retain your diverse talent"
- Information about the IndyBar's Bar Review course
- Hospitality suite available for students in downtime between interviews and hosted by lawyers in the Indianapolis legal community
- Outreach and networking opportunities for past participants in the Diversity Job Fair who have accepted employment in Indianapolis
- Utilization of MBE, WBE and LGBT owned businesses to supply products and services
- Marketing materials and videos featuring Indianapolis as a destination for diversity and careers
- Connection with groups like IndyHub and Visit Indy for networking and sharing information about Indianapolis city-life with interviewing students
- Partnership with the Marion County Bar Association, Indianapolis' minority bar association on the Diversity Job Fair's planning, execution and programming

Budget and Logistical Details The expenses for the Diversity Job Fair range from \$25,000-35,000 based on student and employer participation. Students pay only their travel expenses; there is no fee to participate. Employers pay a registration fee to participate which covers attendance at the networking reception and lunch, as well as the cost of the interview suite. Sponsorships offset costs for marketing, Symplicity software fees, signage, reduced registration fees for small firms and government employers, costs associated with student participation and the salary of the staff employee. See the attached Employer and Sponsor Packet for more information. Generally, the income necessary to operate the Fair is based on the employer registration fees (approximately one-third of the income) and sponsorships (approximately two-thirds of the income). These significant annual investments, as well as involvement of Committee members and the substantial time devoted to this endeavor by IndyBar staff members, highlights the genuine commitment to diversity and the unique value provided by the Fair. Benefits of the Diversity Job Fair The number of participating employers and sponsors has increased by 65% and 244% respectively, over the past six years of the Job Fair. Building on its positive reputation and outcomes, the Job Fair now receives promotion through Career Services offices on campuses throughout the United States and is frequently commended as one of the most organized, successful and fruitful opportunities for diverse law students to obtain employment. The Job Fair contributes substantially to the diversity within the Indianapolis legal community. Law students connect with employers and embrace the Indianapolis community. Employers further diversify their workforces and showcase Indianapolis as a destination to practice law. Indianapolis benefits as a whole from the success of this event. Insight for Planning Similar Events With genuine employer support and jobs to offer, there should be relatively few obstacles or challenges. With almost five years of experience in promoting and hosting the Fair and with nearly five years of related data to analyze, it is also important to enlist a dedicated Committee of diversity thought leaders to oversee the Fair and to track how this diversity effort impacts the legal community and overall profession (i.e. where improvements can be made to the Fair, what is the state of legal diversity nationally, hiring trends, etc.) The IndyBar often receives positive feedback from the students and employers that this Fair is well managed and stands out among other legal diversity job fairs (typically those that rely on total volunteer organization).

6. Total program budget:

Text Response

\$25,000 - \$30,000

7. Source of program funds:

Text Response

The program is largely sponsored by firms in Indianapolis and corporate sponsors who receive recognition at the job fair's luncheon and in brochures. The program is also partially funded by the Indianapolis Bar Foundation, the charitable arm of the Indianapolis Bar Association.

8. Other resources (e.g. in-kind contributions, materials, etc.):

Text Response

We have benefitted from corporate donations of materials, including signage, printing, and office products.

9. Number of people served/impacted by this program:

Text Response

The 2013 Fair enrolled 28 employers (who each sent two interviewers to the Fair) and 80 law school participants.

10. Number of people involved in planning and implementation of program:

Text Response

Sixteen people comprise the 2014 IndyBar Diversity Job Fair Committee.

11. Identify other "partners" who have supported your effort (e.g. bar associations, agencies, high schools, etc.):

Text Response

The Indianapolis Bar Association receives collaborative support from the Marion County Bar Association, which is the local affiliate chapter of the National Bar Association. In addition to its corporate sponsors, the program also receives support from courts, public agencies, and private employers, including the following: Office of the Indiana Attorney General, Office of Corporation Counsel, City of Indianapolis; United States District Court for the Southern District of Indiana; Barnes & Thornburg; Bingham Greenebaum Doll LLP; Benesch Friedlander Coplan & Aronoff LLP; Bose McKinney & Evans LLP; Faegre Baker Daniels LLP; Frost Brown Todd LLP; Hall Render Killian Heath & Lyman PC; Ice Miller LLP; Kightlinger & Gray LLP; Krieg DeVault LLP; Lewis & Kappes LLP; Lewis Wagner LLP; Marion County Prosecutor's Office; Marion County Public Defenders' Office; Neighborhood Christian Legal Clinic, Plews Shadley Racher & Braun LLP; Riley Bennett & Egloff LLP, Scopelitis Garvin Hanson Light & Feary PC, Taft

Stettinius & Hollister LLP; and Woodard Emhardt Moriarity McNett & Henry LLP.

12. Could another bar association easily replicate this program? If so, how?
Please attach any sample materials at the completion of this survey.

Text Response

Yes, the IndyBar Diversity Job Fair is a highly replicable program. We are in our seventh year of annually replicating the Fair here in Indianapolis, and another city can easily follow our model to promote conduct a similar program in its respective locale. We have attached our 2014 timeline, which provides a task list and target completion date for each task. We have also attached our 2014 brochure, which includes significant detail about the history, timeline, and logistics of securing sponsorships, attracting both employers and students, and conducting the Fair.

13. What suggestions or recommendations would you offer to others who might undertake a similar program?

Text Response

We found that what differentiates the IndyBar Job Fair from others of its kinds is our level of local engagement and our emphasis on Indianapolis as a place to live and work. We found that many corporate sponsors appreciated the community emphasis of our Fair, and we recommend that others who replicate the program emphasize the same to attract local support.

14. Thank you for completing the ABA Partnership Awards survey! You may now attach any supplemental program materials here. Please contact Kira Baltutis, Program Assistant, at (312) 988-5998 or at Kira.Baltutis@americanbar.org with any questions.

File Upload	File Type	File Size
2014 DJF Pamphlet and Registration Packet.pdf	application/pdf	497.9KB



INDIANAPOLIS BAR ASSOCIATION



DIVERSITY JOB FAIR

Metropolitan Meets Midwest

Indianapolis Bar Association Diversity Job Fair

August 21-22, 2014

Hilton Indianapolis

Indianapolis, IN

EMPLOYER AND SPONSOR INFORMATION

Dear Indianapolis Legal Community Member:

The Indianapolis Bar Association is proud to continue its tradition of promoting diversity within the Indianapolis legal community through its Seventh Annual Diversity Job Fair, which will be held August 21-22, 2014. We hope you will join us in this important endeavor.

The IndyBar Diversity Job Fair is an exciting opportunity to bring together a diverse pool of law students with Indianapolis legal employers seeking to hire for summer associate, legal intern and law clerk positions. 2L candidates from a broad spectrum of racial, cultural and religious backgrounds, sexual and gender identities and physical abilities are encouraged to come to Indianapolis to meet our legal community, interview for positions and hopefully decide to call Indianapolis home. Historically, almost 80% of participating students have not attended Indiana Law Schools; for you, this fair provides an opportunity to meet a wide array of new law students, from outside of the typical OCI destinations, who have specific ties to Indianapolis, to Indiana or to the Midwest and who are intent on establishing themselves in Indianapolis.

We invite Indianapolis legal employers of all types to come and meet these talented, diverse candidates who will contribute positively to their future employers and to the Indianapolis community. Since the fair's inception, we have received overwhelmingly positive feedback from employers and candidates alike.

"We could not be more pleased with our participation in the IndyBar Job Fair. The caliber of candidates we spoke with was exceptional."—Lucy Dollens, Frost Brown Todd LLC

There are several ways that your organization can participate and support the 2014 IndyBar Diversity Job Fair, as an employer or otherwise:

Register today as an interviewing employer. Your early commitment is the single most important factor we can use in attracting quality candidates from around the country interested in working in our vibrant legal community. Employer registration opens January 13 and closes April 1, 2014. For more information, see page 3.

Become a sponsor. We simply could not offer this important event without your financial support. We offer several different levels of sponsorship (see page 5 for more information), but welcome other levels or means of financial support.

Attend the Welcome Reception on August 21, 2014. This is an opportunity to mix and mingle with the candidates and fellow members of the Indianapolis legal community in an informal setting. For more information about this event, see page 3.

Attend the Keynote Luncheon at the Hilton Indianapolis on August 22, 2014. This is another opportunity to meet the candidates and dine with members of the Indianapolis legal community. The luncheon will feature a keynote speaker. Past speakers have included Former Indianapolis Mayor Bart Peterson (2010); Thea Kelly, Dow Agrosiences (2012); and Dennis Bland, President of The Center for Leadership Development (2013). For more information, see page 3.

We sincerely hope that you will join us in promoting diversity in the Indianapolis legal community by supporting this event in any way you and your organization are able. Please take a look at the enclosed materials and consider what your organization's level of participation will be this year. We welcome you to reach out to either of us listed below if you have any questions. We thank you for your support and look forward to continuing the strong tradition of fostering diversity and inclusion here in Indianapolis.

Sincerely,
Sara Blevins
Lewis & Kappes PC
sblevins@lewis-kappes.com
Chair, 2014 Diversity Job Fair Committee

Caren Chopp
Pro Bono and Legal Services Coordinator
Indianapolis Bar Association
cchopp@indybar.org

What's Inside

How Can I Participate?	3
Schedule of Events.....	4
Sponsorship Opportunities	5
What Employers & Students Are Saying	6
Addressing the Need for Diversity	7



How Can I Participate?

AS AN EMPLOYER

Employers that participate in the Indianapolis Bar Association (IndyBar) Diversity Job Fair gain access to talented candidates and help to broaden the diversity of the local legal community. The support of the IndyBar and its volunteers ensures a seamless, organized experience that maximizes both the time and money invested in participating as an employer.

Employer registration for the IndyBar Diversity Job Fair will begin Monday, January 13. Employer registration fees include two tickets to the Welcome Reception on Thursday, August 21, 2014, and two tickets to the Keynote Luncheon on Friday, August 22, 2014. Fees are as follows:

Large Firms (more than 35 attorneys) and Corporations:
Registration fee: \$750. Includes a full day of interviews (14 interviews).

Firms with fewer than 35 attorneys, Not for Profits and Government Agencies:
Registration fee: \$475. Includes a full day of interviews (14 interviews).

Half day registration is also available for firms with fewer than 35 attorneys for a registration fee of \$400 for seven interviews.

Register as an Employer Today: Please submit a copy of the enclosed Employer Registration Form with payment. Next, continue the registration process by logging onto Symplicity via <http://tiny.cc/indybardjfeemployer>. Upon registering, you will be provided with an automatically generated password which will enable you to use the system throughout the next several months. Passwords change annually.

AS A SPONSOR

Sponsors of the IndyBar Diversity Job Fair make a tangible expression of their support of diversity initiatives in the legal community and in the city of Indianapolis by giving their financial support or by contributing in-kind. In addition, sponsors have the opportunity to meet the law students and network with members of the Indianapolis legal community who share a demonstrated commitment to diversity. We encourage sponsorship support both from interviewing employers and from other organizations and individuals who may not be looking to hire a student, but want to support the goals of the IndyBar Diversity Job Fair. There are many ways to get involved as a sponsor—for detailed information regarding sponsorship levels and other opportunities, please see page 5.

AS A SUPPORTER

For our friends who are unable to participate as an employer or sponsor, we invite you to show your support by joining us at the Welcome Reception on August 21, 2014 or at the Diversity and the Law Luncheon on August 22, 2014. Please visit our website at indybar.org/events to purchase tickets for these events.



Fast Facts & Details

Our law student candidates include rising 2L full time students and rising 2L or 3L students in a part time course of study. Interviews will be arranged as follows: 12 of the 14 interviews will be with candidates pre-selected by the employer. The other 2 interviews will be assigned according to interest of the student.

DATES

Thursday-Friday,
August 21-22, 2014

LOCATION

Hilton Indianapolis
120 W. Market St.

PARKING

\$12 Self Parking
\$22 Valet

INDIANAPOLIS BAR ASSOCIATION & FOUNDATION

The IndyBar Diversity Job Fair is managed by the Indianapolis Bar Association and supported in part by the Indianapolis Bar Foundation. For more information about the 2014 Diversity Job Fair, please visit our website at www.ibadiversityjobfair.org.



2014 IndyBar Diversity Job Fair Schedule

In addition to interviews with quality candidates, the IndyBar Diversity Job Fair provides employers, students and supporters with ample time for networking during both a Welcome Reception and Keynote Luncheon, helping all participants to build connections that will strengthen our legal community.

Thursday, August 21, 2014

4 to 5 p.m.

Student Workshop: "What does an Employer Want to Learn in a 20 Minute Interview?" (Location to be determined.)

5:30 to 7 p.m.

NOT TO BE MISSED! Welcome Reception and Student Registration (Location to be determined.)

Friday, August 22, 2014

8 a.m.

Registration Opens (Hilton Indianapolis, 120 W. Market St.)

9 to 11:40 a.m.

Interviews held in private rooms

Noon to 1:15 p.m.

Keynote Luncheon (Hilton Indianapolis, 120 W. Market St.)

1:20 to 4 p.m.

Interviews held in private rooms

INDIANAPOLIS BAR ASSOCIATION
**DIVERSITY
JOB FAIR**
Metropolitan Meets Midwest

IMPORTANT DATES

JANUARY 13, 2014

Employer Registration
Opens

April 1, 2014

Student Registration Opens

Employer Registration
Closes

JULY 28-31, 2014

Employers Pre-Select
Candidates

AUGUST 15, 2014

Interview Schedules
Available

AUGUST 21-22, 2014

IndyBar Diversity Job Fair



IndyBar Diversity Job Fair Sponsorship Opportunities

Sponsorships are a critical factor in the success of the IndyBar Diversity Job Fair. Show your organization's commitment to diversity in Indianapolis through one of the many sponsorship opportunities available at the IndyBar Diversity Job Fair. In addition, we welcome proposals for alternate financial sponsorships or in-kind offerings of support. Please contact Sara Blevins or Caren Chopp to discuss this opportunity.

Contact Caren Chopp at cchopp@indybar.org to become a sponsor today! We encourage sponsors to pledge their commitment by April 1, 2014.

Please note: all sponsorship levels include recognition on all event materials and inclusion on marketing materials, including website, mailings, collateral pieces and press releases.

PLATINUM LEVEL

In addition to providing the sponsor with all benefits of an employer participant, the platinum sponsorship includes:

- Recognition through prominent signage during the entire event
- An opportunity to speak at the Welcome Reception
- 16 tickets to both the Welcome Reception and Keynote Luncheon

Investment: \$10,000 (no limit)

GOLD LEVEL

The Gold Level sponsorship provides a unique opportunity to provide and present a job fair participant with a scholarship of \$2,500 in the firm's name. In addition, this sponsorship includes:

- One representative of the employer's choice to serve on the Scholarship Selection Committee
- Present the scholarship at the Keynote Lunch with an opportunity to address the attendees
- Recognition through signage at the Keynote Luncheon
- Full benefits as an employer participant, including two tickets to the Welcome Reception and Keynote Luncheon

Investment: \$7,500 (limit three)

GIFT LEVEL

The Gift Level specifically supports a branded gift for the students to take home. The gift will feature the DJF logo and your organization's logo. In addition, this sponsorship includes:

- Four tickets to both the reception and keynote luncheon

Investment: \$5,000 (limit two)

SILVER LEVEL

The Silver Level specifically supports the Welcome and Networking Reception where interviewing students first interact with dynamic leaders of the legal community. This sponsorship includes:

- Signage with your organization's name and logo at the Reception
- An opportunity to welcome the students and make brief remarks
- Eight tickets to the Welcome Reception and four tickets to the Keynote Luncheon

Investment: \$3,500

HOSPITALITY LEVEL

At the Hospitality Level, your organization will host a hospitality where employer collateral may be distributed, you can further interact with students and where they can relax and refuel between interviews. In addition, this sponsorship includes:

- Signage with your organization's name and logo at the IndyBar Diversity Job Fair registration area
- Five tickets to the Welcome Reception

Investment: \$2,000 (limit 2)

BRONZE LEVEL

The Bronze Level ensures that your organization is recognized as a supporter of diversity in Indianapolis, giving representatives from your organization the opportunity to mingle with students at both the Welcome Reception and Keynote Luncheon. In addition, this sponsorship includes:

- Logo placement on lunch programs and signage
- Four tickets to both the Welcome Reception and Keynote Luncheon

Investment: \$1,500

Why THIS Diversity Job Fair?

The Indianapolis Bar Association continually strives to set the IndyBar Diversity Job Fair apart from similar events through outstanding organization and personal attention to both employers and students.

WHAT EMPLOYERS ARE SAYING

"This was our first time participating in the Diversity Job Fair. We met great students during the interviews as well as during the reception and luncheon. We are looking forward to having these amazing students work for us this summer."

— Josh Abel, Executive Director, Neighborhood Christian Legal Clinic

"Our organization was interested in participating in the IndyBar Diversity Job Fair because of the quality of candidates and their connection to Indianapolis."

— Jimmie McMillian, Barnes & Thornburg LLP

"The Attorney General's Office has been very pleased with the candidates we see annually at the IndyBar Diversity Job Fair. We have offered multiple positions every year from this event, and have enjoyed great success in our partnership with these law clerks."

— Michael Chopp, Director of HR, Office of the Indiana Attorney General

"Fifty percent of our 2014 summer clerk class was recruited through the IndyBar Diversity Job Fair. The candidates continue to be stellar and several of our current associates are permanent hires from this event."

— Robert Baker IV, Lewis Wagner LLP

WHAT STUDENTS ARE SAYING

"The best part was how organized it all was. It was so simple to find everything and I was always kept up to date on what was going on. It was a very low stress job fair. I was really surprised with how friendly the people were across firms, and how progressive a lot of the firms in Indy were."

"The best part about the IndyBar Diversity Job Fair was the engagement of the employers and other legal professionals who participated and the true sense of wanting to promote diversity in the Indianapolis legal community."

"I truly enjoyed every aspect of the IndyBar Diversity Job Fair, from the Welcome Reception to the quality and quantity of interviews I had. I hope that many future generations of law students will continue to have the opportunity to participate in such an incredible event."

"What surprised me the most about the IndyBar Diversity Job Fair? The firms attended the fair with an actual intent to hire. I know quite a few students who received callbacks from the Job Fair, and I was impressed by this."

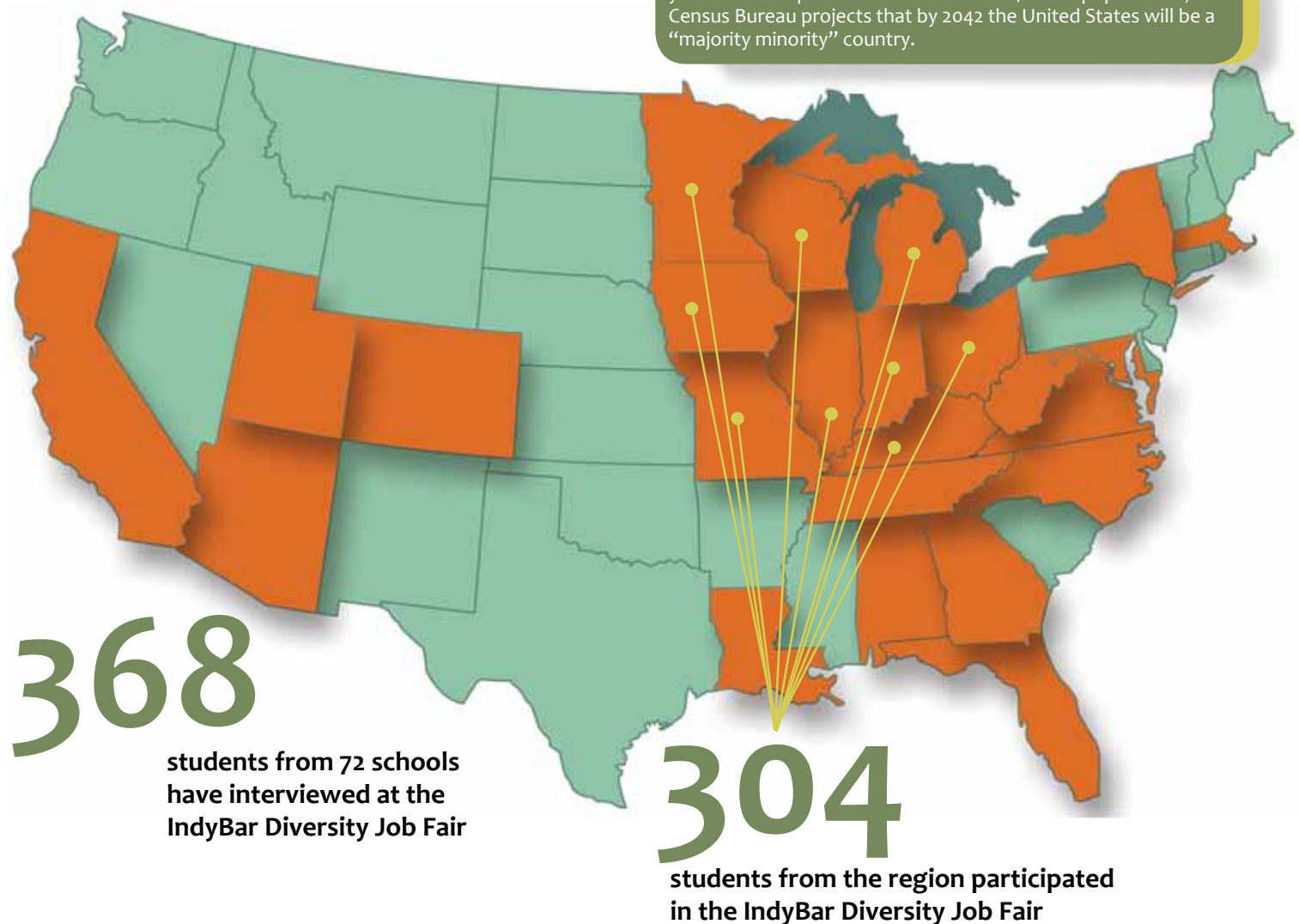
"Indy was not on my radar originally, but I happened to hear about it and I've done some research on the city and the legal market and they're certainly satisfactory. But the personal touch on this Fair was unlike any other. The organizers went up and above and skewed the standard of what was reasonably expected from an event like this. Overall, I cannot say enough good things about my experience with the Indy Diversity Job Fair."

Addressing the Need for Diversity

Studies show that the legal profession continues to lag behind as one of the least diverse professions in the United States.

The Indianapolis Bar Association's Diversity Job Fair is designed to address this type of under-representation by providing opportunities for talented, diverse law student candidates to connect with legal and business employers. It is our hope and expectation that meaningful clerkship experiences obtained through this Job Fair will develop into attorney employment opportunities for candidates in the future.

36 states have been represented at the IndyBar Diversity Job Fair



THE ARGUMENT FOR DIVERSITY: The ABA Presidential Initiative Commission on Diversity outlined four rationales illustrating why diversity in the legal profession is important:

The Democratic Rationale: Lawyers and judges have a unique responsibility for sustaining a political system with broad participation by all its citizens. A diverse bar and bench create greater trust in the mechanisms of government and the rule of law.

The Business Rationale: Business entities are rapidly responding to the needs of global customers, suppliers, and competitors by creating workforces from many different backgrounds, perspectives, skill sets, and tastes. Ever more frequently, clients expect and sometimes demand lawyers who are culturally and linguistically proficient.

The Leadership Rationale: Individuals with law degrees often possess the communication and interpersonal skills and the social networks to rise into civic leadership positions, both in and out of politics. Justice Sandra Day O'Connor recognized this when she noted in *Grutter v. Bollinger* that law schools serve as the training ground for such leadership and, therefore, the profession must be broadly inclusive and accessible to all.

The Demographic Rationale: Our country is becoming diverse in many dimensions and we expect that the profile of LGBT lawyers and lawyers with disabilities will rapidly increase in coming years. With respect to the nation's racial/ethnic populations, the Census Bureau projects that by 2042 the United States will be a "majority minority" country.

DIVERSITY



Indianapolis Bar Association
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Indianapolis, IN 46204

www.indybar.org