



# NCBP Diversity Toolkit



A Resource for State, Metro and Specialty Bar Associations

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## Introduction

This toolkit was developed by the National Conference of Bar Presidents Diversity & Inclusion Committee to serve as a resource for state, metro and specialty bar associations who want help in developing programming around diversity and inclusion. It includes links to programs that are already being done, surveys for getting statistical data for what programs need to be provided, and data on what programs bars need to be offering.

Examples have been pulled together from the American Bar Association, Canadian Bars, state, metro and specialty bar associations, and other organizations. Please use this toolkit as a guide to help you find programs that can be adopted for use at your bar.

## American Bar Association Recourses

- ABA Division for Bar Services Diversity Resource Page:  
[https://www.americanbar.org/groups/bar\\_services/resources/resourcepages/diversity/](https://www.americanbar.org/groups/bar_services/resources/resourcepages/diversity/)
- Council for Diversity in the Educational Pipeline:  
[https://www.americanbar.org/groups/diversity/diversity\\_pipeline/](https://www.americanbar.org/groups/diversity/diversity_pipeline/)
- ABA Diversity and Inclusion Center:  
<https://www.americanbar.org/groups/diversity/>

### **ABA Diversity & Inclusion Center Resources:**

- ABA Commission on Women in the Profession’s GRIT project:  
[https://www.americanbar.org/groups/diversity/women/initiatives\\_awards/grit/toolkit/](https://www.americanbar.org/groups/diversity/women/initiatives_awards/grit/toolkit/)
- [ABA Member Diversity Plan](#): This is the ABA’s full Goal III report that represents the imperatives/actions for the ABA as a whole in advancing inclusion and eliminating bias in the profession. It’s built for a large organization, so there may or may not be some analogies to local and state bars in terms of potentially crafting their own version modeled after this one.
- [Planning Accessible Meetings & Events](#) from the ABA Commission on Disability Rights.
- [How to be an Ally Toolkit](#): links for creating/facilitating a program around being an ally for the LGBTQ community, info on LGBTQ terminology 101, and video scenarios.
- [Bias Interrupters “You Can’t Change What You Can’t See” Report](#): Full report only available to ABA members, it includes step by step information and things to look out for related to bias against women in law.
- [Women of Color Research Initiative](#): For bars seeking to increase engagement of and understanding of unique experiences of female lawyers of color
- [Zero Tolerance Program Toolkit](#): For bars increasing awareness of issues related to the #MeToo Movement
- [Model Entity Evaluation Tool](#): There are two tools at this link: one for events and auditing them for diversity & inclusion, and the other for ABA entities to conduct a self-assessment of their programs (but could still be used/modified for local/state bars)

- [Model Diversity Survey](#): Best practices in collecting demographic data about members/clients. Local/state bars can use this information to gather data about their members (all fields requesting personal demographic details should of course be optional to complete), but pages **8-9** of the survey list important self-reflective questions a given bar could ask about its policies, or the policies of its member firms and individuals to increase awareness of and strides to improve overall diversity practices in their area.

## Canadian Resources:

- [Catalyst](#): Research to provide solutions for creating equitable workplaces.
- [The Canadian Centre for Diversity and Inclusion](#)
- [Canadian Bar Association Equality](#): As the voice for the legal profession, the Canadian Bar Association puts equality issues as an integral part of our mission and mandate.

## Law Society of Ontario

- Law Society of Ontario Equality, Diversity & Inclusion Initiative: <https://lso.ca/about-lso/initiatives/edi>

## Ontario Bar Association:

- OBA Inclusive Leader: <https://www.oba.org/InclusiveLeader>
- OBA Roundtable of Diversity Associations (RODA) conference: [http://www.oba.org/JUST/At\\_The\\_OBA\\_List/2018/Seeing-Diverse-Lawyers-Survive-and-Thrive](http://www.oba.org/JUST/At_The_OBA_List/2018/Seeing-Diverse-Lawyers-Survive-and-Thrive)
- OBA Equality Committee Resources: <https://www.oba.org/Sections/Committees/Special-Committees/Equality-Committee/Equality-Committee-Publications>
- State Bar of Texas Minority Initiatives: <https://www.texasbar.com/Content/NavigationMenu/ForLawyers/BarServiceOpportunities/FindDiversityResources/MinorityInitiatives.htm>
- New York State Bar Association Diversity Report Card: <https://www.nysba.org/2017reportcard/>

## Current State, Local, and Specialty Bar Diversity & Inclusion Programs

- Connecticut Bar Association [Diversity Pledge and Plan](#).

- Dallas Bar Association Diversity Summit: <https://www.dallasbar.org/diversitysummit>
- New York City Bar Association [Diversity Plan](#)
- Washington State Bar Association [Diversity and Inclusion Plan](#)
- New Jersey State Bar Association [Diversity Action Plan Checklist](#)
- Kentucky Bar Association [2015 Diversity Summit](#)
- Tennessee Bar Association Young Lawyers Division's [Diversity Leadership Institute](#)
- Sacramento County Bar Association [Diversity Fellowship Program](#)

## Other Organization Resources

- National Conference of Women’s Bar Association Diversity Rules Toolkit: <https://ncwba.org/programs/diversityrules/>
- Law School Admissions Council Diversity in Law School: <https://www.lsac.org/discover-law/diversity-law-school>
- NALP/Street Law Legal Diversity Pipeline Program: <https://www.nalp.org/streetlaw>
- Project Implicit: [www.projectimplicit.org](http://www.projectimplicit.org) - test your own unconscious bias with this free online test sponsored by Harvard University and taken by millions of people in the past 15 years.
- Mind Lab: <http://bit.ly/1NqcXKW> – discover the surprising limitations of your brain’s ability to perceive through online interactive demonstrations.
- Kirwan Institute for the Study of Race and Ethnicity, [Implicit Bias Training Modules](#).
- [Diversity Lab](#) – Boosting diversity through innovation, data, and behavioral science. “Diversity Lab is an incubator for innovative ideas and solutions that boost diversity and inclusion in law.”
- Institute for Inclusion in the Legal Profession, [Programs and Projects](#)