

LOS ANGELES COUNTY BAR ASSOCIATION (“LACBA”)
COMMITTEE ON DIVERSITY IN THE PROFESSION

2015 STATEMENT OF GOALS AND PRINCIPLES FOR
THE LEGAL PROFESSION WITH RESPECT TO
RECRUITMENT, RETENTION, AND PROMOTION OF ATTORNEYS THAT
ARE MEMBERS OF HISTORICALLY UNDERREPRESENTED GROUPS¹

(Adopted by Board of Trustees on November 18, 2015)

I. COMMITMENT TO FURTHERANCE OF 2015 STATEMENT OF GOALS

Appointment of Diversity Liaison. We will cause at least one (1) attorney (or staff person working under the supervision of an attorney or group of attorneys) at our organization to serve as “Diversity Liaison.” The Diversity Liaison will be responsible for communicating with LACBA’s Diversity in the Profession Committee and LACBA appointed volunteers about (and keep records with respect to) our efforts to solve issues that have an adverse impact on the recruitment, retention, and promotion of attorneys from underrepresented groups. These groups (each, an “Underrepresented Group”) include racial and ethnic minorities, lesbians, gay men, bisexuals and transgender people, and women. We understand that the Diversity Liaison will be expected to provide semi-annual updates to LACBA regarding such efforts, and shall set-aside time to discuss strategic initiatives with the representatives from LACBA from time to time.

Furtherance of Diversity Principles and Best Practices. We will communicate the importance that our organization places on diversity by circulating this Statement of Goals and Principles, together with the 2015 List of Best Diversity Practices (“2015 Best Practices”), throughout our organization. We will encourage and empower attorneys to organize and participate in events, activities, and programs that are consistent with the Statement of Goals and Principles.

Adoption of Best Practices. **We will perform**, through thoughtful discussion, implementation, and maintenance, **at least three (3) of the actions described on the 2015 Best Practices.** To the extent that we are already performing some of the actions on the 2015 Best Practices, we will monitor the effectiveness of such actions.

¹ The signatories hereto are only making this commitment with respect to their organization’s Los Angeles office even though such organization may have a national or international presence.

II. COMMITMENT TO DIVERSITY PRINCIPLES

LACBA and each law firm, business, public legal department, private legal department, law school, public service organization and governmental agency that is a signatory to this document (each a “Signatory”) remains committed to fostering diversity and inclusion in the legal profession.

As Signatories to this document we affirm our commitment to diversity by agreeing to implement creative and workable solutions to issues that have an adverse impact on the recruitment, retention, and promotion of attorneys from Underrepresented Groups at all professional levels within our organizations (particularly leadership and management positions).

We recognize that periodic renewals of commitments with respect to diversity efforts and commitments to participate in LACBA’s efforts to measure progress are critically important to diversifying the legal profession.

III. RECOGNITION OF COMMITMENTS

LACBA shall recognize all active Signatories on its website and specially recognize all Signatories since 2005 on its website or at a LACBA event in 2015. This Statement of Goals and Principles and the 2015 Best Practices will be posted on LACBA’s website and will be shared among various organizations that employ attorneys.