

INITIATIVE FOR DIVERSITY STATEMENT OF COMMITMENTS

By signing this Initiative, the undersigned Signatory pledges his or her organization or legal department to develop a diversity plan adhering to the below commitments, to the extent applicable and practicable. The Signatory also recognizes that for diversity efforts to succeed in an organization, the organization's leadership and management must fully support and actively participate in the many endeavors intended to achieve those efforts. To that end, the Signatory also commits to achieving measurable progress in its diversity plan. IDGC will assist and encourage the organization in focusing its attention as a legal employer on improving diversity in the workplace, and by measuring statistics in a public way to encourage healthy competition. The Initiative does not set hiring or diversity goals or requirements, nor does it invite the organization to make employment decisions based solely on an applicant's membership in a protected class.

The Signatory's organization leadership and management shall:

- Commitment 1: Create an atmosphere that values and promotes diversity.
- Commitment 2: Promote and advance diversity by adopting and implementing policies supportive of a diverse workforce.
- Commitment 3: Increase diversity from the base year evaluation through hiring, retention and promotion of attorneys from diverse populations.
- Commitment 4: Develop, implement and facilitate professional development programs to promote, retain, and advance attorneys from diverse populations.
- Commitment 5: Actively promote and participate in diversity efforts and communicate those efforts internally and externally.
- Commitment 6: Provide statistical information to the Initiative for Diversity Governing Council (IDGC) on a biennial basis to show the Signatory's progress towards its diversity goals.
- Commitment 7: Contribute towards the work of the IDGC.

Signature

Title

On behalf of Organization (Name)

Dated: _____

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To assist the organization in developing a diversity plan, the Initiative for Diversity provides the following criteria that may be included in the organization's diversity plan, to the extent applicable and practicable. These are intended to assist the organization focus its attention as a legal employer on improving diversity in the workplace, but are not intended to invite the organization to make employment decisions based solely on an applicant's membership in a protected class. To those ends, the Signatory's organization leadership and management shall implement and be evaluated on progress towards fulfilling its diversity plan along the following criteria:

- Commitment 1: Create an atmosphere that values and promotes diversity.
- 1.1: Create and embrace a culture of inclusiveness and tolerance of cultural diversity at every level of the organization.
 - 1.2: Establish a diversity committee, chaired by a senior attorney, to create, implement, and monitor a diversity plan.
 - 1.3: Incorporate diversity in the organization's strategic plan, mission statement, website, core values, and marketing materials.
 - 1.4: Promote greater sensitivity to and awareness of the value of diversity.
 - 1.5: Provide regular diversity programs for employees and management.
 - 1.6: Encourage attendance by creating time and opportunities to attend diversity programs during regular working hours.
 - 1.7: Provide incentives to and recognition of employees who promote diversity.
- Commitment 2: Promote and advance diversity by adopting and implementing policies supportive of a diverse workforce.
- 2.1: Develop policies in the signatory's organization that promote diversity.
 - 2.2: Reflect diversity in the organization's decision-making structure, including committees related to recruitment, hiring, retention, evaluation, compensation and promotion.

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- 2.3: Review and revise internal policies and practices (e.g., attorney reviews, work assignments) that may invite bias or fail to provide useful feedback necessary for individual growth and development.
- 2.4: Recognize and reward attorneys and staff who help the organization achieve the goals of its diversity plan.
- 2.5: Participate in and/or support Minority Bar Association activities and/or events.

Commitment 3: Increase diversity from the base year evaluation through hiring, retention and promotion of attorneys from diverse populations.

- 3.1: Promote diversity in management, supervisory, partnership and/or shareholder positions.
- 3.2: Promote diversity in attorney, law clerk, and staff positions.
- 3.3: Review job descriptions to remove institutional barriers or impediments to potential applicants from diverse backgrounds. Qualifications sought for available positions should be consistent with job duties and not based solely on historical precedent.
- 3.4: Evaluate skill sets of applicants based on competence gained from volunteering, life experience, and paid employment history.
- 3.5: Identify and recruit candidates from diverse populations through participation in local, state, and/or national bar associations, counsel associations, job fairs, law student organizations or other events promoting diversity.
- 3.6: Participate in a clerkship program or comparable programs that provide employment opportunities for law students from diverse populations.
- 3.7: Contribute to diversity efforts in the community and/or legal profession including creating, participating in, and/or supporting programs conducted at primary and secondary schools, community colleges, and colleges and universities to encourage and assist students of diverse backgrounds to pursue a career in the law.

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- Commitment 4: Develop, implement and facilitate professional development programs to promote, retain, and advance attorneys from diverse populations.
- 4.1: Provide a system to ensure meaningful and equal opportunities for networking, significant work assignment, training, guidance, mentoring, client contact, performance feedback, and other organizational activities that facilitate career advancement.
 - 4.2: Support or participate in educational programs for diverse individuals to facilitate future legal career opportunities.
 - 4.3: Establish, monitor and periodically evaluate a meaningful and appropriate mentorship program(s) to ensure advancement and promotion opportunities for diverse attorneys, law clerks, and interns.
 - 4.4: Encourage and support attorneys from diverse populations to participate in leadership development activities, including but not limited to bar association activities.
- Commitment 5: Promote and participate in diversity efforts and communicate those efforts internally and externally.
- 5.1: Adopt and internally publicize a value statement of the Signatory's commitment to diversity and communicate internally on a regular basis regarding activities advancing diversity.
 - 5.2: Promote a public and consistent commitment to diversity efforts.
- Commitment 6: Provide statistical information to the Initiative for Diversity Governing Council (IDGC) on a biennial basis to show the Signatory's progress towards its diversity goals.
- Commitment 7: Contribute towards the work of the IDGC.
- 7.1 Support the work of the IDGC by public education about diversity.
 - 7.2 Provide volunteers to work as part of the Initiative.
 - 7.3 For private entities, support should include contributing financially towards the work of the IDGC.