

# PHILADELPHIA BAR ASSOCIATION

## Individual Diversity and Inclusion Action Plan Checklist

The Philadelphia Bar Association is committed to advancing diversity and inclusion in the profession, so that all members of the bar can fully participate in all aspects of the profession. *Diversity* is a broad concept that includes race, ethnicity, gender, religion, age, disability, sexual orientation and gender identity, marital status, veteran status, parental status, socioeconomic status and our unique attributes, and *inclusion*, the harnessing of our diversity so that everyone is valued and has the opportunity to fully participate and succeed in the profession.

***All Association leaders are expected to complete a minimum of four (4) items on this Individual Diversity and Inclusion Action Plan Checklist per year. Completed items should be reported to the Chancellor and/or his or her designee by end of each calendar year.***

- Develop a mentoring relationship with an attorney of a different race, ethnicity, gender, religion, age, disability, sexual orientation and gender identity, marital status, veteran status, parental status, socioeconomic status or other diversity dimension.
- Mentor a law student of a diverse background.
- Mentor a diverse high school or college student interested in becoming an attorney.
- Invite a diverse attorney to Association programs and events and introduce him or her to your colleagues.
- Speak with a diverse attorney about the benefits of Association membership.
- Encourage a diverse attorney to run for an elected position with the Association.
- Add diversity-related topics to your Division/Section/Committee/Task Force meeting agenda.
- Recommend a diverse attorney to speak on a CLE panel.
- Attend a conference or CLE seminar on diversity and inclusion.
- Attend a multicultural event.
- Attend a function hosted by an affinity bar association.
- Read an article about diversity and inclusion.

- \_\_\_\_\_ Write an article about diversity and inclusion.
- \_\_\_\_\_ Learn about the impact of subtle, unconscious and implicit bias by visiting Project Implicit at <http://www.projectimplicit.net/index.html> and take one of the surveys.
- \_\_\_\_\_ Read an article about how generational differences may impact communication styles, motivation for success, and work values.
- \_\_\_\_\_ Learn about how white men serve as diversity and inclusion allies by visiting White Men as Full Diversity Partners at <http://wmfdp.com/>.
- \_\_\_\_\_ Volunteer at a not-for-profit that serves an underrepresented community.
- \_\_\_\_\_ Recommend a diverse attorney to sit on a not-for-profit board.
- \_\_\_\_\_ Consider the overall diversity of perspectives, backgrounds, and personalities when pulling together a team or working on a project.
- \_\_\_\_\_ Make a contribution to a diversity and inclusion organization.
- \_\_\_\_\_ Seek out an event or a function where you will be in the minority.
- \_\_\_\_\_ Other activities as determined by the individual. (Please attach a separate sheet of paper describing your current or anticipated efforts in support of diversity and inclusion for the calendar year.)

I certify that I have met the expectations of the Individual Diversity and Inclusion Action Plan Checklist for this calendar year.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City, State, Zip: \_\_\_\_\_

Telephone Number: \_\_\_\_\_

Email: \_\_\_\_\_

**PHILADELPHIA BAR ASSOCIATION  
BOARD OF GOVERNORS  
ADOPTED: December 18, 2014**