



NEW JERSEY STATE BAR ASSOCIATION

Individual Diversity and Inclusion Action Plan Checklist

The New Jersey State Bar Association (“NJSBA”) is committed to advancing diversity and inclusion in the legal profession. All NJSBA leaders are expected to advance this commitment.

This checklist of activities is a tool for NJSBA leaders to reflect on how they currently contribute to this goal, as well as provide further ideas for ways to cultivate a more inclusive profession. The checklist also helps the NJSBA to better measure how the organization is faring when it comes to its commitment to diversity and inclusion in the profession. Our goal is 100 percent participation.

In completing this checklist, please note that the NJSBA defines diversity as a broad concept that includes race, ethnicity, gender, religion, age, disability, sexual orientation and gender identity. In addition, consider that the NJSBA Board of Trustees annually designates demographic groups that are underrepresented in the Bar Association: as of September 2021, those groups are: Hispanic/Latino/a/x, Asian/Pacific American, Black/African American, LGBT[Q+], women, lawyers over the age of 70, attorneys with disabilities/differing abilities, and attorneys who are members of a diversity bar association as recognized under NJSBA policy.

Finally, should you have any proposals for how the NJSBA can better improve its diversity and inclusion objectives, please feel free to reach out to Paula Saha, Director of Diversity, Inclusion and Community Engagement, at psaha@njsba.com.

Please check off any activities listed below that you have engaged in.

- Develop a mentoring relationship with an attorney, law school graduate or law student of a diverse background.
- Mentor a high school, college student or paralegal of a diverse background who is interested in pursuing a career in law.
- Invite a diverse attorney to an NJSBA program and/or Section event and introduce them to your colleagues.
- Speak with a diverse attorney about the benefits of NJSBA membership.
- Encourage and support a diverse attorney to pursue a leadership position within the NJSBA.

Add two (2) diversity-related topics to your NJSBA Division/Section/Committee meeting agenda.

- Recommend a diverse attorney to speak on a CLE panel.
- Attend one (1) or more conference(s), program(s) or CLE seminar(s) on diversity-related topics.

- Attend one (1) or more program (s) sponsored by the Diversity Committee, Women in the Profession Section, Minorities in the Profession Section, or the LGBT Rights Section.
- Sponsor the annual NJSBA membership fee of a diverse lawyer. (If this is something you have not done but might be interested in doing, please reach out to psaha@njsba.com to learn more.)
- Attend one (1) or more function(s) sponsored by an affinity bar association.
- Write an article about diversity and inclusion for an NJSBA publication/newsletter.
- Learn about the impact of subtle, unconscious and implicit bias by visiting Project Implicit and taking one of the tests. (www.projectimplicit.net)
- Read an article about how generational differences may impact communication styles, motivation for success and work values.
- Volunteer at a not-for-profit agency that serves an underrepresented community and invite a friend. Make a contribution to a diversity organization.
- Seek out and attend an event or a function where you will be in the minority.
- Invite and include a diverse lawyer to coffee or lunch to make more diverse connections that can lead to culturally diverse potential clients and connections.
- Before making decisions within a section and/or committee that you are a part of, include all members of that group in a meeting to encourage a well-rounded analysis and open contribution of thoughts and opinions,.
- Seek out the shy, new section or committee member to get their thoughts on how the meeting went and any ideas they may think to improve the meeting or task at hand.
- Other activities as determined by the individual. Please indicate.

By signing below, I certify that I have met the goals of the Individual Diversity Action Plan Checklist for this year.

Signature:

Date:

Name:

Position: