



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, so that all members of the Bar can fully participate in all aspects of the profession. The broad concept of diversity includes race, ethnicity, gender, religion, age, disability, sexual orientation and gender identity.

All NJSBA leaders are expected to actively participate in the NJSBA’s efforts to promote diversity and inclusion. Below are examples of the sorts of activities which you may undertake in this regard. Additionally, should you have any proposals for how the NJSBA can better improve its diversity and inclusion objectives, please feel free to discuss same with Denise Sharperson, Director of Diversity Initiatives.

_____ 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 interested in pursuing a career in law.

_____ Invite a diverse attorney to an NJSBA program and/or Section event and introduce him or her 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 multicultural event(s).

_____ Attend one (1) or more program (s) sponsored by the Diversity Committee, Women in the Profession Section, Minorities in the Profession Section, and/or LGBT.

_____ Sponsor the annual NJSBA membership fee of a diverse lawyer.

_____ Attend one (1) or more function(s) sponsored by a diverse bar association.

_____ Read an article or a book about diversity and inclusion.

_____ 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 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 non-diverse 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 agency that serves an underrepresented community and invite a friend.

_____ Make a contribution to a diversity 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 year.)

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

Signature: _____

Date: _____

Name: _____

Position: _____

Address: _____

City, State, Zip: _____

Telephone Number: _____

E-mail: _____

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