

The Chicago Bar Association's Diversity Initiative (2006)

The Chicago Bar Association and the signatories hereto are committed to fostering diversity in the legal profession. Diversity is an inclusive concept and encompasses race, color, ethnicity, gender, sexual orientation, age, disability, and many other aspects of diversity. With greater diversity, we can be more effective, creative and just by bringing more varied perspectives, experiences, backgrounds, talents and interests to the practice of law and the administration of justice.

We recognize that to fully and equitably pursue justice our profession must reflect the full spectrum of America. A diverse group of talented legal professionals is critically important to the success of every law firm, corporate or government legal department, law school and public service organization and every other organization that includes attorneys.

We pledge to increase the diversity in our hiring, retention and promotion of attorneys and in the elevation of attorneys to leadership positions within our respective organizations. We believe that all members of the bar should participate equally and fully in our profession.

Achieving diversity within our organizations and creating inclusive environments requires a continued effort and commitment on our part. Our commitment and goals with respect to increased gender diversity are specifically addressed by the Chicago Bar Association "Call to Action", adopted in 2005. As signatories to this Diversity Initiative, we address our commitment to diversity within our profession. Additionally, we affirm our commitment to the following principles and practices with respect to racial diversity as set forth in Attachments A, B, C and D. We further agree to participate in Chicago Bar Association programs and efforts designed to measure our progress in pursuit of the goals of this Diversity Initiative.

The Chicago Bar Association

By: _____

List of Signatories

Attachment A

CBA Diversity Initiative Goals for Chicago Law Firms

The signatories to the CBA Diversity Initiative adopt the following goals:

- (1) To annually increase the percentage of minority* summer associates hired to reflect, at a minimum, the percentage of minority law students in law school for that year.
- (2) To annually increase the number and percentage of minority associates employed, as measured from December 31, 2005 levels.
- (3) To endeavor to increase the number and percentage of minority partners at our firm through lateral hiring of minority partners.
- (4) To increase the percentage of minority partners at our firm by two percentage points from December 2005 levels by December 31, 2008.
- (5) To increase the number and percentage of minority partners serving on firm committees.
- (6) To increase the number and percentage of leadership positions (e.g., managing partner, practice group leader, client relationship partner) throughout the firm which are held by minorities.
- (7) To support and encourage the professional development of the minority attorneys within our firm through their individual membership and participation in continuing legal education programs and minority or other bar association diversity programs and activities.

* As set forth herein, "minority" is defined as Black/African-American; Asian/Asian-American; Hispanic; and Native-American.

Attachment B

CBA Diversity Initiative Goals for Corporate and Public Interest Law Departments and Organizations

The signatories to the CBA Diversity Initiative adopt the following goals:

- (1) To increase or maintain the number and percentage of minority attorneys working within our legal department or organization, as measured at the level on December 31, 2005. To the extent we hire attorneys directly out of law school, we will hire minority attorneys, at a minimum, at the percentage which they represent within the law school graduating classes, by no later than December 21, 2008.
- (2) To increase the number and percentage of minority attorneys promoted to leadership roles within our legal department or organization.
- (3) To support and encourage the professional development of the minority attorneys within our legal departments through their individual membership and participation in continuing legal education programs and minority or other bar association diversity programs and activities.
- (4) To take steps to publicize legal department job openings within our organizations in a variety of ways, including through minority bar associations, our websites, and legal periodicals.
- (5) We expect the law firms that represent our companies and organizations to work actively to promote diversity within their organizations. In selecting outside counsel, we will consider a firm's commitment and progress, including its success in meeting the goals set forth in the CBA Diversity Initiative for Law Firms. We will seek to ensure that attorneys who work and/or have responsibility for our matters are racially and ethnically diverse and represent the racial and ethnic diversity within our community.

Attachment C

CBA Diversity Initiative Goals for Governmental Agencies and Legal Departments

The signatories to the CBA Diversity Initiative adopt the following goals

- (1) To publicize legal related job opportunities within our legal department or agency to minority attorneys and law students through a variety of means, including minority bar associations, our websites, and legal-related periodicals.
- (2) To support and encourage the professional development of the minority attorneys within our agency or legal department through their individual membership and participation in continuing legal education programs and minority or other bar association diversity programs and activities.
- (3) To maintain or increase the number and percentage of minority attorneys employed within the Chicago office of our agency or legal department.
- (4) To maintain or increase the number and percentage of supervisory or management positions throughout the Chicago office of the agency which are held by minority attorneys.

Attachment D

Practices in Support of the Goals Set forth in the CBA Diversity Initiative

In order to achieve the goals we set forth in the CBA Diversity Initiative, we commit to the following:

- (1) To create a Diversity Committee or a Committee on Diversity and Inclusion whose focus is to increase the diversity within the firm or law department and to create an inclusive environment within the firm or law department. This Committee should be diverse (i.e., include minority and majority group members) and should regularly report directly to the senior management of the firm, law department or agency.
- (2) To participate in diversity education programs and/or diversity awareness programs annually. Such training should be mandatory at all levels of the firm or organization.
- (3) To participate annually in CBA surveys and other efforts to measure the success of our efforts pursuant to this Diversity Initiative.

Signature Page

Name of Firm/Company/Organization

Signature of Partner/General Counsel/Executive

Print Name

Date

For correspondence regarding the CBA Diversity Initiative, the following individual should be contacted:

Contact Name

Title

Address

Phone Number

Fax Number

Please return to: The Chicago Bar Association, Attn: Committee on Racial & Ethnic Diversity, 321 S. Plymouth Court, Chicago, IL 60606, Attn: Sharon E. Jones.