

**NEW YORK STATE BAR ASSOCIATION
CORPORATE COUNSEL SECTION
2021 DIVERSITY PLAN**

The Corporate Counsel Section (“CCS”) of the New York State Bar Association (“NYSBA”) is committed to enhancing diversity and inclusion within the legal profession. CCS strives to reflect the diversity of our profession and society within its membership, leadership, and in the programs that it offers to its membership and to the legal community at large.

I. Executive Summary

The membership of CCS is more diverse than the membership of NYSBA. Additionally, the CCS Executive Committee and officers are significantly more diverse than the membership of the CCS.

CCS sponsorships, programs (including but not limited to the Kenneth G. Standard Internship Program, now in its 16th year), grants, and expenditures are overwhelmingly directed to diversity.

The limiting factor is that to be a CCS member one must first be a NYSBA member. As a result, further diversity gains for CCS membership are constrained by that factor.

Another constraint is that NYSBA membership is less diverse than law schools.

Our 2021 Diversity Plan is focused on law schools. We will create and participate in programs for law students of all backgrounds, including diverse backgrounds, to encourage them to join NYSBA and the CCS. For example, pre-COVID, CCS co-sponsored “Dinner with a Lawyer”, which was focused on law students who are the first in their family to attend law school.

Our 2021 Diversity Plan is also focused on encouraging CCS members to promote diversity in the “real world” where they have meaningful influence and can make a difference. For example, CCS will encourage CCS members to: promote diversity in their own staffing and in the law firms they use; provide opportunities through request for proposals from diverse law firms; and encourage law firms to provide opportunities for lawyers who are People of Color to take on meaningful roles in litigation and transactions where appropriate (including developing their skill sets so they can have a positive impact on client engagements).

Our 2021 Diversity Plan is also focused on encouraging CCS members to become more involved in the leadership of CCS by participating in and taking leadership roles in our Committees. We have been very successful in having broad diversity in CCS leadership, including gender, race, age, religion, and sexual orientation. By encouraging our members to become more involved, we can ensure that our record of success continues.

We will continue to serve the interests of all CCS Members without regard to gender or race through inclusion and equality of opportunity in our programs, activities, and election to leadership positions.

**NEW YORK STATE BAR ASSOCIATION
CORPORATE COUNSEL SECTION
2021 DIVERSITY PLAN**

II. NYSBA’s Diversity Policy

CCS adopts the NYSBA diversity policy as approved by the NYSBA House of Delegates on January 31, 2020:

NYSBA is committed to diversity in its membership, officers, staff, House of Delegates, Executive Committee, Sections and Committees and their respective leaders. Diversity is an inclusive concept, encompassing gender, race, color, ethnic origin, national origin, religion, sexual orientation, gender identity and expression, age and disability. We are a richer and more effective Association because of diversity, as it increases our Association’s strengths, capabilities and adaptability. Through increased diversity, our organization can more effectively address societal and member needs with the varied perspectives, experiences, knowledge, information and understanding inherent in a diverse relationship.

III. Commitment and Purpose

CCS already demonstrates its commitment to diversity with its existing Diversity Committee, and with the administration of one of its marquee programs, the Kenneth G. Standard Diversity Internship Program. CCS implements this Diversity Plan to continue its commitment to achieve (i) diversity – the presence of lawyers and law students from all backgrounds – but; and (ii) including the full and equal participation of all CCS members in CCS’s offerings.

IV. Goals

- The Diversity Plan will promote and advance the full and equal participation and advancement of attorneys of color and other diverse attorneys (including diversity based on gender, race, color, ethnic origin, national origin, religion, sexual orientation, gender identity and expression, age and disability) in CCS.
- CCS will foster involvement and leadership development within CCS.
- CCS will monitor progress on diversity initiatives and encourage steps to ensure accurate reporting of its composition to NYSBA.

V. Implementation

A. Promoting and Tracking Diversity

- i. CCS will promote and track diversity within the CCS leadership, including officers, the CCS Executive Committee, CCS’s other Committees and its House of Delegates members.
- ii. CCS will promote and track diversity in CCS’s leadership nominations and leadership development process.
- iii. CCS will emphasize diversity as part of its leadership selection processes.

B. Liaison to NYSBA Standing Committee on Diversity and Inclusion

**NEW YORK STATE BAR ASSOCIATION
CORPORATE COUNSEL SECTION
2021 DIVERSITY PLAN**

- i. The CCS Diversity Committee shall designate a member to be liaison to NYSBA’s Standing Committee on Diversity and Inclusion (or such other diversity focused entities as NYSBA may establish from time to time).

C. Continuing Existing Diversity Initiatives

- i. CCS will continue to maintain its Diversity Committee as one of its standing committees.
- ii. CCS will continue to administer its marquee Kenneth G. Standard Diversity Internship Program (“KGS”) – enabling diverse law students to work in real world corporate counsel departments.
- iii. CCS will continue to encourage mentorship opportunities, including through its KGS activities and its *Inside* publication – both of which utilize law students interns/volunteers.

D. Promote Diversity in CLE and Other Programming (Live and Virtual).

- i. CCS will endeavor to make its programs accessible to all members including upstate members.
- ii. CCS will promote opportunities for diverse candidates to be program chairs, speakers, moderators, and attendees and aim to have at least 25% diversity on panels.
- iii. In selecting program content, CCS will consider material to appeal to diverse communities.
- iv. CCS will explore partnering and co-sponsor activities with other groups that can contribute to diversity.
- v. CCS will aim to incorporate diversity-related sessions into the CCS annual meeting and all leadership training efforts.

E. Promoting Diversity in Publications.

- i. CCS will endeavor to include content that appeals to diverse communities when soliciting and selecting material to include in its *Inside* and other publications.
- ii. CCS will review content published in *Inside* for implicit/diversity bias.

F. Encourage self-reporting of demographic information

- i. CCS will encourage its members to utilize the self-reporting mechanisms of NYSBA to allow for a more accurate picture of the diversity of its membership and to enable more accurate tracking of the progress of diversity initiatives.

G. Nominating Committee and Other Leadership Appointments

- i. CCS will ensure that it considers diverse candidates as part of any leadership appointment process.