

NEW YORK STATE BAR ASSOCIATION



# NYSBA

## Diversity Report Card

Fall 2011







NEW YORK STATE BAR ASSOCIATION

2011 SECTION DIVERSITY REPORT CARD

JANUARY 2012  
COMMITTEE ON DIVERSITY AND  
INCLUSION

## 2011 SECTION DIVERSITY REPORT CARD

### I. INTRODUCTION

The New York State Bar Association is strongly committed to enhancing diversity at every level of participation. We believe that our Association is at its best when our work is inclusive and reflects the diversity of our profession and our society. As a part of our ongoing efforts in this area, in 2005, the Committee on Diversity and Leadership Development conducted an initial Section Diversity Survey. The survey was designed to evaluate the level of diversity in Section leadership, membership and activities, and to inform the Association of ongoing Section initiatives to enhance diversity. Using survey results, the Committee developed a Diversity Report Card, which the Executive Committee considered as an informational item at its June 23 and 24, 2005 meeting.

In general terms, the 2005 Section Diversity Report Card showed that nearly one-third of Section chairs were female, but that only 11 Sections had executive committees reflective of the gender composition of the Section membership. In addition, only nine of 23 Section executive committees had race/ethnic diversity equal to or greater than their respective Section membership. In an effort to improve Section diversity, by 2005, nearly half of the Sections had appointed a diversity chair and/or formed a diversity committee, and developed a diversity plan.

The 2007 Section Diversity Report Card showed that one-quarter of Section chairs were female, and that 11 Sections had executive committees reflective of the gender composition of their respective Section membership. In 2007, 14 Section executive committees had race/ethnic

diversity equal to or greater than their Section membership. In April 2008, the House of Delegates approved the 2007 Section Diversity Report Card and recommendations, which included using the report at the Section Leaders' Conference to encourage continued progress in increasing diversity; publicizing the report on the Association's Web site and in the *State Bar News*; developing a strategic plan with the aid of the Association's Department of Bar Services to assist Sections in collaborating with minority bar associations to enhance section diversity; and convening a joint conference of all Section diversity committees and/or leaders for the purpose of fostering collaboration among the Sections. In January 2010, the House of Delegates approved the 2009 Section Diversity Report Card and recommendations, which included some of the recommendations from the 2007 Report Card and added implementing a process to collect diversity data from Section publication editors and CLE program chairs and faculty and to promote increased self-reporting from Section members in these areas, as well as a request for additional staff support (in the form of an intern or law student). To date, some—but not all—of these recommendations have been carried out. The most recent Section Diversity Survey was conducted in the spring and summer of 2011 and the results are included in this report.

Among other insights, data gathered for the 2011 Section Diversity Report Card revealed:

- More than one-quarter of Section chairs were female, similar to 2009 and 2007. This year, however, 10 of the 25 Sections had executive committees reflective of the gender composition of the Section's membership, compared to 8 Sections in 2009 and 11 Sections (out of a then total of 23 Sections) in 2007.
- Five Section executive committees had race/ethnic diversity equal to or greater than their respective Section membership, compared to six Sections in 2009 and 14 Sections in 2007.

- Six Section executive committees had sexual orientation diversity equal to or greater than their respective Section membership, down from seven Sections in 2009, the first year data were collected regarding the sexual orientation of Section members and leadership.

Improving diversity remains a top priority for our Association. At the beginning of his term, President Vincent E. Doyle announced the President's Section Diversity Challenge. The Challenge was designed to encourage each Section to develop and implement diversity initiatives, with both short- and long-term goals. The Membership Committee, the Committee on Diversity and Inclusion, and Association staff are available to assist the Sections as they complete the different phases of the plan. The Challenge provides a flexible framework for ongoing diversity efforts, recognizing that different Sections have different strengths, weaknesses and objectives in this area.

We are also hopeful that some structural changes within the Association will facilitate Section participation in diversity initiatives. We recently created a Department of Section Services, staffed by full-time, dedicated liaisons. Sections were previously assisted by Association staff members who had various other duties in addition to their Section responsibilities. The structure of the new Department is intended to provide consistent, high-quality support, and to help the Sections achieve their membership- and diversity-related goals.

We look forward to seeing the results of these and other ongoing initiatives related to diversity and Section services. The Diversity Report Card is a useful tool that allows us to measure our progress. We hope that the focus we have placed on these important priorities will be reflected in future Report Cards, with respect to both improved participation rates and enhanced diversity among our Sections' membership and leadership. The most recent Section

Diversity Survey was conducted in the spring and summer of 2011, and the results of that survey are included in this report.

## **II. METHODOLOGY**

In 2005, the 23 Section chairs were asked to complete and return a survey reporting on the ethnicity, gender and disability status of leaders of their respective Sections, as well as the ethnicity, gender and disability status of publication editors, program chairs and program faculty from 2004. They were asked also to provide information about their Section's diversity plans, including whether the Section had a diversity chair and/or committee.

In 2007, two automated surveys were used to collect this same information. The surveys were distributed by both email and regular mail, and Section leaders could respond either by using a link embedded directly in the email or by returning the information by regular mail or fax.

The first 2007 survey was a three-question census sent to 1,357 Section leaders, including officers, executive committee members, nominating committee members, committee chairs and the like, asking them to report their individual ethnicity, gender and disability status. Of the 1,357 leaders surveyed, 99% (1,343) volunteered information regarding their gender, 78% (1,056) volunteered race/ethnicity information, and 55% (743) volunteered information regarding disability status.

The second 2007 survey was a questionnaire sent to each of the 23 Section chairs, requesting a report on the ethnicity, gender and disability status of Section publication editors



and program faculty from 2006, as well as the Section's diversity plan and officers, if applicable. We received responses from all 23 Section chairs.

Similarly, in 2009, two surveys were used: a four-question census sent to 1,445 Section leaders, and a questionnaire sent to each of the 25 Section Chairs. The 2009 census and survey were essentially the same census and survey as used in 2007, the only difference being the addition of questions seeking information about members' sexual orientation. In 2009, of the 1,445 leaders surveyed, 99% (1,434) volunteered information regarding their gender, 77% (966) volunteered race/ethnicity information, 63% (904) volunteered information regarding disability status, and 37% (532) volunteered information on sexual orientation. However, of the questionnaires sent to the 25 Section Chairs—which requested a report on the ethnicity, gender and disability status of Section publication editors and program faculty from 2008, as well as the Section's diversity plan and officers—12 provided responses:

- Business Law
- Commercial and Federal Litigation
- Criminal Justice
- Dispute Resolution
- Entertainment, Arts and Sports Law
- Environmental Law
- Health Law
- Judicial
- Municipal Law
- Real Property Law
- Senior Lawyers
- Tax

For the 2011 Report Card, data from four surveys were used:

1) The 2011 Member Profile was sent to 1,525 Section leaders with a specific request to complete all four questions under the "Optional Info" category of the profile, which details a leader's gender, ethnicity, sexual orientation and disability status (*see* Appendix A). Out of 1,525 Section leaders:

- 1,517 provided gender information (99%);
- 1,110 provided ethnic information (73%); 47 declined to answer and 368 provided no data;
- 1,014 provided disability status (67%); 125 declined to answer and 386 provided no data;
- 721 provided sexual orientation status (47%); 70 declined to answer and 734 provided no data.

2) A similar four-question form was sent to Section publication editors (*see Appendix B*). Editors from 14 of the 24 Sections that have member newsletters replied to the form.

3) Section chairs were sent the Diversity Initiatives questionnaire (*see Appendix C*). All Sections completed the questionnaire, responses to which appear at the end of this report.

4) With the assistance of the NYSBA’s Meetings Department, Sections completed programming questionnaires detailing the gender, ethnicity, sexual orientation and disability status of their program chairs and speakers (*see Appendix D*).

**Summary**  
*Section Leader Survey Response Rates*

	<b>2007</b>	<b>2009</b>	<b>2011</b>
<b>Gender</b>	99%	99%	99%
<b>Race / Ethnicity</b>	78%	77%	73%
<b>Disability</b>	55%	63%	67%
<b>Sexual Orientation</b>	NA	37%	47%

### III. COMPARISON OF 2005, 2007, 2009 AND 2011

#### A. Gender

In 2011, females comprised:

- 34% of overall Association membership,
- 31% of all Section members and
- 28% of all Section Leaders.

All of the Sections reported on gender, including the Dispute Resolution and Senior Lawyers Sections, each of which was formed in 2009. Female Association membership is up 4% from 2005 and female Section membership is up 6.5% from 2005.

In 2005, eight of the 23 Section chairs were female; in 2007, six of the 23 Section chairs were female and in 2009, six of 25 Section chairs were female. In 2011, seven of the 25 Sections have female chairs (*see* Summary Table on page 12).

#### Section Executive Committee Composition by Gender

In 2005, 11 Sections had an executive committee composition matching or exceeding their respective female membership:

- |                                     |  |
|-------------------------------------|--|
| • Antitrust                         | • Judicial                             |
| • Business Law                      | • Municipal Law                        |
| • Commercial and Federal Litigation | • Torts Insurance and Compensation Law |
| • Corporate Counsel                 | • Trial Lawyers                        |
| • Elder Law                         | • Trusts and Estates Law               |
| • Environmental Law                 |  |

In 2007, the number of Sections with executive committee composition matching or exceeding their respective female membership remained the same, with two Sections dropped from the 2005 report and 2 new Sections added:

- Antitrust
- Business Law
- Commercial and Federal Litigation
- Elder Law
- Food Drug and Cosmetic Law
- General Practice
- Health Law
- Intellectual Property Law
- Judicial
- Municipal Law
- Torts Insurance and Compensation Law

In 2009, only eight of 25 Sections had an executive committee composition matching or exceeding its female membership:

- Business Law
- Commercial and Federal Litigation
- Entertainment Arts and Sports Law
- Elder Law
- Intellectual Property Law
- Judicial
- Senior Lawyers
- Torts Insurance and Compensation Law

In 2011, 10 Sections had matching or exceeding executive committee composition:

- Antitrust
- Corporate Counsel
- Dispute Resolution
- Entertainment Arts and Sports Law
- Elder Law
- Commercial and Federal Litigation
- Food and Drug Law
- Intellectual Property Law
- Judicial
- Senior Lawyers

### **Section Leadership Composition by Gender**

In 2005, the percentage of Section leaders (i.e., officers, executive committee members, committee chairs and subcommittee chairs) in the following 10 Sections matched or exceeded their respective female membership:

- Antitrust
- Business Law
- Commercial and Federal Litigation
- Elder Law
- Environmental Law
- Judicial
- Municipal Law
- Torts Insurance and Compensation Law
- Trial Lawyers
- Trusts and Estates Law

That number increased to 14 Sections in 2007:

- Antitrust
- Business Law
- Commercial and Federal Litigation
- Corporate Counsel
- Elder Law
- Food Drug and Cosmetic Law
- General Practice
- Health Law
- Intellectual Property Law
- Judicial
- Municipal Law
- Torts Insurance and Compensation Law
- Trial Lawyers
- Trusts and Estates Law

In 2009, the number dropped, with nine Sections having female leadership numbers equalling or exceeding the percentage of their female membership:

- Antitrust
- Business Law
- Commercial and Federal Litigation
- Entertainment Arts and Sports Law
- Elder Law
- Intellectual Property Law
- Judicial
- Senior Lawyers
- Torts Insurance and Compensation Law

In 2011, 11 Sections had leader composition percentages that matched or exceeded their respective female membership:

- Antitrust
- Corporate Counsel
- Dispute Resolution
- Entertainment Arts and Sports Law
- Elder Law
- Commercial and Federal Litigation
- Food Drug and Cosmetic Law
- Intellectual Property Law
- Judicial
- Senior Lawyers
- Trusts and Estates Law

Information about the gender makeup of the NYSBA's Executive Committee and House of Delegates appears at the end of this report.

**Summary**  
*Section Chairs by Gender*

	<b>2005 (23 Sections)</b>	<b>2007</b>	<b>2009 (25 Sections)</b>	<b>2011</b>
<b>Female</b>	8 (35%)	6 (26%)	6 (24%)	7 (28%)
<b>Male</b>	15 (65%)	17 (74%)	19 (76%)	18 (72%)

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**Summary**  
*Percentage of Section Executive Committees with Female Membership that Matches or Exceeds Percentage of Female Membership of the Section*

	<b>2005 (23 Sections)</b>	<b>2007</b>	<b>2009 (25 Sections)</b>	<b>2011</b>
<b>Number of Sections</b>	11 (48%)	11 (48%)	8 (32%)	10 (40%)

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**Summary**  
*Percentage of Section Leadership (Female) that Matches or Exceeds Percentage of Female Membership of the Section*

	<b>2005 (23 Sections)</b>	<b>2007</b>	<b>2009 (25 Sections)</b>	<b>2011</b>
<b>Number of Sections</b>	10 (43%)	14 (61%)	9 (36%)	11 (44%)

**B. Sexual Orientation**

This is the second time the Association has surveyed our membership as well as Section leadership with regard to sexual orientation. Among the general membership, 2.47% declined to provide their sexual orientation status, compared to 1.75% of Association membership declining to provide this information in 2009. Further, an additional 73.49% failed to respond in 2011, compared to 81.30% in 2009. We continue to extrapolate that just under 3% of Association members are lesbian, gay, bisexual or transgendered (LGBT). Of the 30.5% of Section members reporting their LGBT status, 2.85% identified themselves as LGBT, which is consistent with our overall membership, with 2.76% of overall members identifying themselves as LGBT. While a

far larger percentage of Section leaders (47%) disclosed their sexual orientation, only 1% of that total identified themselves as LGBT.

Three Sections tied for the best overall survey response rate from its leadership ranks at 67%: Family Law, Judicial and Senior Lawyers. Several other Sections had a response rate of 50% or more: Elder Law, Labor and Employment Law, Real Property Law, Torts Insurance and Compensation Law, Trial Lawyers and Trusts and Estates.

The Section reporting the highest percentage of LGBT attorneys in leadership positions was Corporate Counsel, with 8.3% of that Section's leadership reporting LGBT status. Similar to the 2009 report, one-third (1/3) of Corporate Counsel Section's executive officers are LGBT, which is the highest reported among all the Sections.

A number of Sections reported a higher percentage of LGBT members than is reflected in the overall Association membership number of approximately 3%. Those Sections include the Judicial Section with over 5% of their overall Section membership (down from 6% in 2009). Other Sections reporting higher LGBT membership include Antitrust (3.57%), Corporate Counsel (3.94%), Entertainment, Arts and Sports Law (5.93%), Food, Drug and Cosmetic Law (3.75%), Health Law (3.42%), International (3.03%), Intellectual Property Law (4.16%), Labor and Employment Law (3.73%), Tax (3.02%), and Young Lawyers with 5.9% of their membership reporting LGBT status. The lowest reported LGBT member rate is the Municipal Law Section at 1.11%.

The percentages by Section of leaders who "declined or failed to respond" ranged from 58.9% to 77.1%. However, it is worth noting that while "Decline to Answer" and "No data" results are high within all Sections, they are lower than the percentages reported in the 2009 Report Card.

In 2011, six Section executive committees had sexual orientation diversity equal to or greater than their respective Section membership: Corporate Counsel, Environmental Law, Family Law, Health Law, Judicial, and Tax.

Information about the sexual orientation makeup of the NYSBA's Executive Committee and House of Delegates appears at the end of this report.

### C. Ethnic and Racial Diversity

In 2011, ethnic and racial minorities comprised 11.82% of the overall Association membership, up slightly from 11.38% in 2009, 10.78% in 2007 and 10.07% in 2005. The percentage of ethnic/racial minority participation in each of the Sections, however, varied greatly.

Similar to 2009, 10 out of 25 Sections had membership percentages of ethnic/racial minorities greater than the 11.82% of the overall Association membership. The Sections with the highest percentages were the Young Lawyers with 25.89% and International with 23.93%. Other Sections with higher percentages were Entertainment, Arts and Sports Law (19.51%), Intellectual Property Law (17.25%), Corporate Counsel (16.14%), Food Drug and Cosmetic Law (14.48%), Judicial (13.60%), Antitrust (13.48%), Business Law (12.05%), and Dispute Resolution (11.88%). While the level of ethnic/racial minority participation in Section membership is important, the level of minority representation within Section leadership is even more important. The Committee believes that ethnic/racial minority participation in leadership encourages and sustains diversity in membership. Based on the data for "All Section Leaders" (which includes the executive committee members, officers, chairs of committees and the nominating committee of a Section), five Sections had a percentage of ethnic/racial minorities in leadership positions that was greater than the percentage among its membership, down from six Sections in 2009.

Similar to findings in 2009, the percentages of ethnic/racial minorities on executive committees of Sections were mostly the same or close to the corresponding percentages for all Section leaders. Five Section executive committees had race/ethnic diversity equal to or greater than their respective membership: Criminal Law, Elder Law, Health Law, Judicial, and Torts Insurance and Compensation Law.

In 2011, there was one diverse Section chair, compared with 2009 when there were no diverse chairs, and 2007, when two of 23 Section chairs were members of ethnic/racial minorities. However, since 2007, the number of Section members reporting their race/ethnicity has increased steadily:



- 1,517 in 2007
- 1,781 in 2009
- 2,001 in 2011.

The same holds true with Section leaders (84 in 2007, 88 in 2009 and 96 in 2011). Unfortunately, the number of Section members who decline to answer has increased as well— from 19 in 2007 to 405 in 2011. The same holds true for Section leaders—18 in 2007 and 2009, which then more than doubled to 47 in 2011. This increasing trend of members who decline to provide these data is not specific to the category of race and ethnicity.

In 2011, the percentage of ethnic/racial minorities in the Executive Committee of the Association was 28%, an increase from 23.08% in 2009.

All members of NYSBA’s current Executive Committee provided their racial/ethnic data. And of the approximately 300 reported responses from the members of NYSBA’s House of Delegates, 243 provided race/ethnicity data, 2 declined to answer and 55 provided no data. This compares with 242 providing data in 2009, 1 declining to answer and 50 providing no data, for a total of 293 responses.

Information about the racial makeup of the NYSBA’s Executive Committee and House of Delegates appears at the end of this report.

**Summary**  
*Ethnicity of Overall NYSBA Membership*

	<b>Asian / Pacific</b>	<b>African American</b>	<b>Hispanic</b>	<b>Multiple Race</b>	<b>Native American</b>	<b>Other</b>	<b>Caucasian</b>
2005	3.76%	2.57%	1.95%	--	0.29%	1.51%	89.92%
2007	4.28%	2.72%	2.02%	--	0.26%	1.49%	89.23%
2009	4.53%	3.00%	2.25%	0.15%	0.28%	1.50%	88.29%
2011	4.84%	3.06%	2.37%	0.25%	0.26%	1.59%	87.63%

**Summary**  
*Ethnicity of Overall Section Membership*

	<b>Asian / Pacific</b>	<b>African American</b>	<b>Hispanic</b>	<b>Multiple Race</b>	<b>Native American</b>	<b>Other</b>	<b>Caucasian</b>
2005	2.93%	2.19%	1.59%	--	0.23%	1.37%	91.69%
2007	3.15%	2.47%	1.71%	--	0.20%	1.39%	91.08
2009	3.23%	2.60%	2.00%	0.18%	0.25%	1.27%	90.47%
2011	3.53%	2.90%	2.09%	0.31%	0.23%	1.32%	89.62%

**D. Disability**

In 2007, 0.39% of all NYSBA members answered yes to having a disability, while 10.49% answered no. In 2009, 0.53% of all members answered yes to having a disability, and 30.28% answered no. In 2011, 0.81% answered yes to having a disability, and 34.03% answered no. While the percentage of NYSBA members who reported their disability status has increased over the past three reporting periods, the majority of members continue not to report their status (either by declining to answer or, most often, by not providing any response).

Percentage responses by Section members over the last three reporting periods are below and show similar increases. However, similar to overall membership, the majority of Section members do not report their status:

	<b>2007</b>	<b>2009</b>	<b>2011</b>
<b>Yes</b>	0.28%	0.41%	0.79%
<b>No</b>	13.13%	37.08%	42.71%

Section leadership responses indicate the majority of leaders have been reporting their disability status:

	<b>2007</b>	<b>2009</b>	<b>2011</b>
<b>Yes</b>	1.33%	1.23%	1.57%
<b>No</b>	53.43%	61.33%	64.92%

Percentage responses from Section Chairs also show the majority of chairs provide their disability status:

	<b>2007</b>	<b>2009</b>	<b>2011</b>
<b>Yes</b>	0.0%	4.00%	0.0%
<b>No</b>	82.61%	72.00%	82.14%

NYSBA’s Executive Committee member responses regarding their disability status appear below:

	<b>2007</b>	<b>2009</b>	<b>2011</b>
<b>Yes</b>	0.0%	3.70%	0.0%
<b>No</b>	67.86%	85.19%	77.78%

Members of NYSBA’s House of Delegates have been reporting their disability status since 2009. Their results are below:

	<b>2009</b>	<b>2011</b>
<b>Yes</b>	1.71%	0.67%
<b>No</b>	65.87%	64.00%

In addition to a member responding yes or no regarding disability status, a third option is “decline to answer.” There has been a significant increase in the number of members who have declined to answer this question from 2006 - 2007 through the 2010 - 2011 reporting periods.

In 2007, 3.32% of all NYSBA members declined to answer as to their disability status. That percentage increased to 5.40% in 2009 and 7.68% in 2011. When looking at responses by Section members, the numbers are even higher – 4.29% declined to answer in 2007, versus 7.21% in 2009 and 10.28% in 2011.

The number of Section chairs who declined to answer in 2009 more than tripled to 16%, before settling back to 7.14% in 2011.

For both 2009 and 2011, 7.41% of NYSBA's Executive Committee members declined to answer their disability status.

Finally, in 2009, 9.22% of the members in NYSBA's House of Delegates declined to answer as to their disability status, compared to 11.33% in 2011.

These numbers could indicate an increasing awareness and—more critically—a heightened sensitivity to individual disability status. Comparatively, the percentage of all NYSBA members who declined to answer as to their sexual orientation averaged 2.11% over the last two reporting periods, versus 6.54% of members who declined to answer as to their disability status. However, the number of members who declined to answer as to their sexual orientation did increase from 1.75% in 2009 to 2.47% in 2011, and similar increases of members declining to answer as to their sexual orientation can be found in most categories (specifically within Section membership, Section leaders, and NYSBA's House of Delegates) though the increases have not been as dramatic as with the disability question.

#### IV. RECOMMENDATIONS

The New York State Bar Association has made a strong commitment to enhancing diversity in all areas of participation, from leadership to membership. In addition to the following recommendations, it is our hope that the initiatives discussed in Part I of this report, including the President's Section Diversity Challenge and the new Department of Section Services, will further our diversity efforts by helping the Sections to meet their diversity goals and facilitating their participation in projects such as this Report Card.

(1) This report will be distributed to Section leaders for review and discussion with the chairs of the Diversity and Inclusion Committee and the Membership Committee in December 2011, with a subsequent presentation at the January 2012 meeting of the House of Delegates. The Committee plans to post this report on its Home Page of the Association's Web site and the results reported in the *State Bar News*. Sections will be encouraged to use President Doyle's 2011 - 2012 Section Diversity Challenge as a starting point to address diversity and inclusion issue over the coming years—by encouraging Section members to self-report diversity status and maintaining a welcoming environment in the Section for all attorneys. Both the committees on

Diversity and Inclusion and Membership will continue to be available to work with Sections on maintaining and enhancing their diversity.

(2) The Committee on Diversity and Inclusion, in collaboration with the Association's Department of Section Services and the Manager of Bar Services, will provide Section leaders with the support needed to collaborate with minority bar associations in an effort to attract new Section members. This effort should continue to include events that serve to bring together Section leaders with minority bar association leaders.

(3) The Committee on Minorities in the Profession conducted a program at the 2009 Annual meeting which brought together minority bar association leaders from across the state. This was an informative and effective program. NYSBA leadership has since met at least annually with leaders of minority bar associations from across the state. We suggest that efforts like this be continued Association-wide to express and promote the Association's dedication to diversity and inclusion among its leadership and membership.

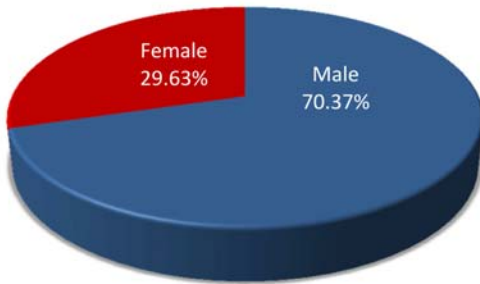
(4) The Association should continue to promote effective communications and relationship building with its members, Section and other leaders regarding the importance of accurate self-reporting for purposes of collecting diversity data. This could include regular information sessions in the 12 months between the release of the current report and the commencement of collecting data for the next report.

(5) The administration of the survey and analysis thereof requires significant staff support. This year the responsibility of the report was moved to the Department of Bar Services, which secured the participation of the Section Chairs, analyzed the raw data and prepared the 2011 Report. We believe that the administration of the survey should be primarily staff-driven and that adequate staff or alternative resources, such as an intern or law student, be provided for that purpose in the future. Given our deep commitment to diversity and inclusion at every level of the Association and the profession, we believe that this vital project should remain an Association priority and that we continue to evaluate and report to the membership on a biennial basis the progress of our ongoing efforts within our leadership, membership and activities to fulfill that commitment.

### NYSBA Governance—Breakdown by Gender

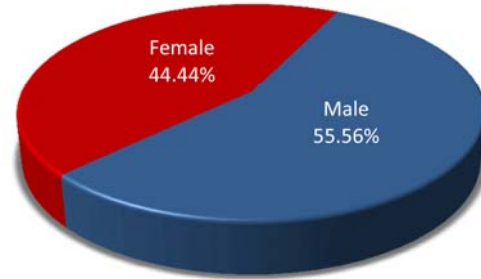
#### NYSBA Executive Committee

Gender 2008-2009



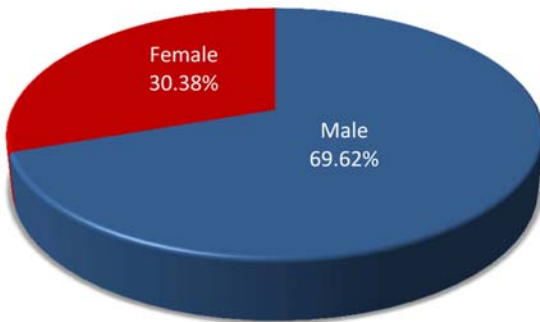
#### NYSBA Executive Committee

Gender 2010-2011



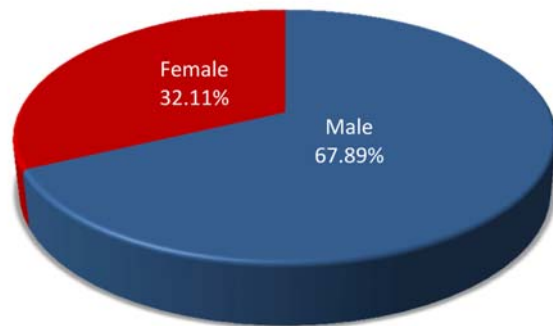
#### House of Delegates

Gender 2008-2009



#### House of Delegates

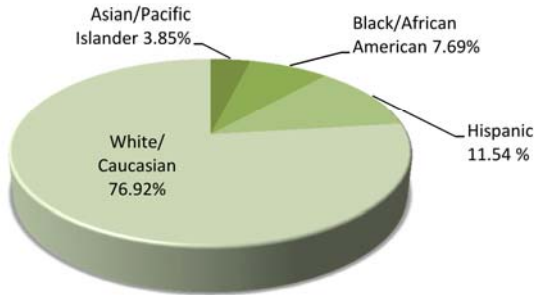
Gender 2010-2011



### NYSBA Governance—Breakdown by Race / Ethnicity

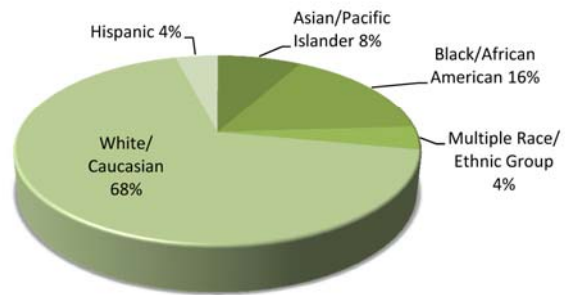
#### NYSBA Executive Committee

Race/Ethnic Group 2008-2009



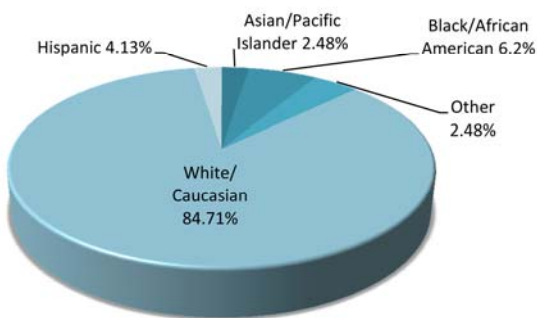
#### NYSBA Executive Committee

Race/Ethnic Group 2010-2011



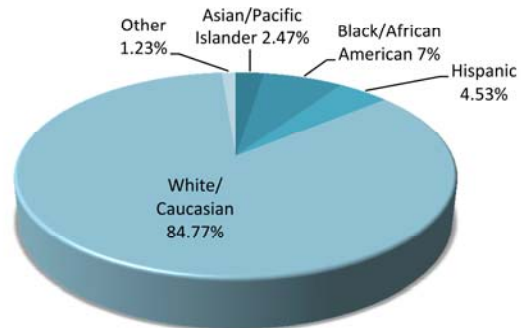
#### House of Delegates

Race/Ethnic Group 2008-2009



#### House of Delegates

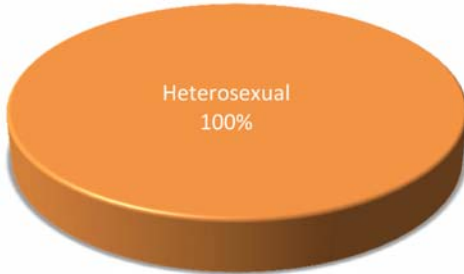
Race/Ethnic Group 2010-2011



### NYSBA Governance—Breakdown by Sexual Orientation

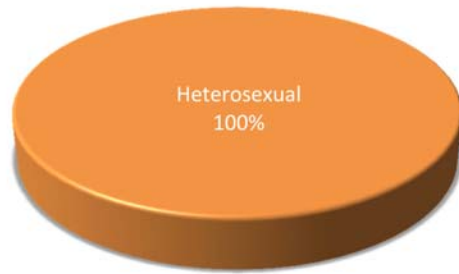
#### NYSBA Executive Committee

Sexual Orientation 2008-2009



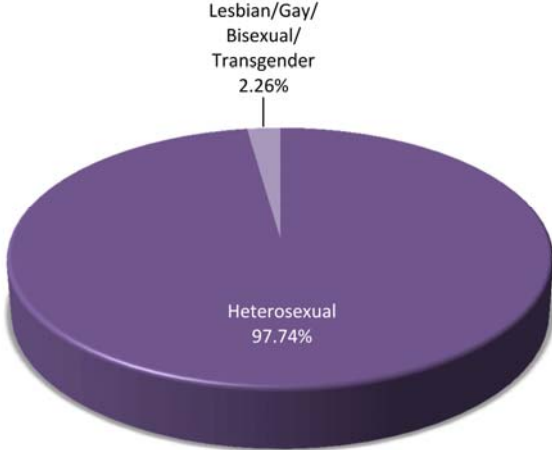
#### NYSBA Executive Committee

Sexual Orientation 2010-2011



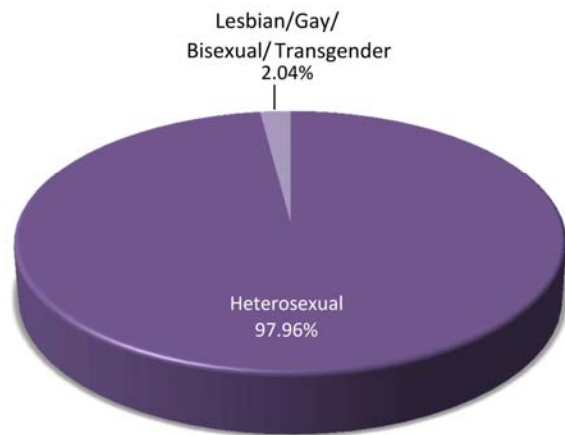
#### House of Delegates

Sexual Orientation 2008-2009



#### House of Delegates

Sexual Orientation 2010-2011





**COMMITTEE ON DIVERSITY AND INCLUSION**

**2011-2012**

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