

Whereas, the Monroe County Bar Association (MCBA) desires to become an anti-racist organization, and to adopt anti-racist policies and procedures and pursue various anti-racist initiatives; and

Whereas, the MCBA has determined that pursuing such desire is in the best interests of the organization and its members, and is necessary to meeting the needs of its members;

In furtherance of that desire, the Board of the MCBA hereby establishes the MCBA President's Commission on Anti-Racism.

The Commission shall be comprised of no less than 9 members and no more than 11 members. Such membership shall consist of the MCBA President, the MCBA President-Elect, and 2 other members of the MCBA Board of Directors. The composition of the Commission shall also include no less than 5 and no more than 7 non-board members who may, but are not required to, be members of the MCBA. Such members need not necessarily be practicing attorneys and may include duly vetted members of the community at large. Members of the Commission shall be nominated by the MCBA President and approved by the MCBA Executive Committee on an annual basis. The Commission shall be chaired by the MCBA President.

The Commission shall recommend anti-racist policies, procedures and initiatives to the MCBA Board for its approval, and assist in implementing any anti-racism policies, procedures and initiatives approved by the board. The Commission shall also hold the MCBA Board accountable to those anti-racist initiatives and objectives adopted by the Board.

The initial charge of the Commission shall include, but not be limited to, the following:

1. The development of specific goals together with a timetable by which it will achieve those goals;
2. Recommending methods by which the Commission can hold the MCBA Board accountable to anti-racist initiatives and objectives adopted by the Board;
3. Preparing and distributing an internal memo to association members communicating the anti-racism work that has been accomplished over the past few months and what members can expect moving forward. The memo should also communicate that the MCBA would like to hear from members to help determine our anti-racism strategic direction;
4. Preparing and distributing a DEAI (Diversity, Equity, Anti-racism and Inclusion) survey to MCBA Members;
5. Using feedback from members, drafting and recommending a public facing statement of MCBA's commitment to diversity, equity, anti-racism and inclusion, and

share this statement (when/as approved by the MCBA Board) to the public via a media alert and the homepage of the MCBA website;

6. Drafting and recommending a DEAI strategic plan using survey feedback and recommendations contained within the attached draft Diversity & Equity Action Plan prepared for the MCBA by CDE Consulting, Inc.;

7. Sharing such DEAI strategic plan (as approved by the MCBA Board) with association members;

8. Assisting in implementation of such DEAI plan (as approved by the MCBA Board) making sure there is a mechanism to record successes and challenges;

9. Drafting and recommending anti-racist changes to the bylaws and organizational documents of the MCBA;

10. Drafting and recommending an anti-racism mission statement for the MCBA, as well as revisions to the current MCBA mission statement as necessary;

11. Recommending methods of leadership development regarding antiracism for board members, officers, and committee and section chairs;

12. Recommending methods of how the MCBA can ensure that candidates nominated for awards and recognition are proposed and considered in a manner consistent with other anti-racist organizations;

13. Recommending how the MCBA budget should and can reflect antiracism efforts;

14. Recommending CLE's and other programming to further the MCBA's goal of being an anti-racist organization; and

15. Recommending criteria for selection of the non-MCBA member(s) of the MCBA President's Anti-racism Public Relations Task Force (see below).

In addition, the Board of the MCBA hereby establishes the MCBA President's Anti-Racism Public Relations Task Force. The Task Force shall help the board determine what it wants to communicate to the public as it relates to antiracism work and about the MCBA as a whole and shall be involved in public relations efforts mentioned above. The task Force shall have 2 co-chairs, one of whom shall be an MCBA Board member and the other of whom shall be a non-board member. Membership of the Task Force shall include the MCBA employee responsible for public relations. Additionally, the Task Force may seek assistance from any other non-lawyers it deems necessary.

Adopted by the Board of Trustees, February 18, 2021.