4.2.4.8 Co-Sponsorships and Other Collaborations

4.2.4.8.1 General

The SDCBA values the opportunity to work with other law related organizations in San Diego County, throughout California and nationally. We regularly look for opportunities to collaborate on projects and co-sponsor various activities/programs, events and CLE that are consistent with the organization’s mission and goals.

4.2.4.8.2 Process

Requests for the SDCBA to co-sponsor must be sent to the Executive Director. The Executive Director is granted the authority to grant or deny the request considering the following criteria:

- The program or activity should significantly advance the goals of the SDCBA to be approved for co-sponsorship;
- The SDCBA must have significant and meaningful participation in and responsibility for the planning and implementation of the program/activity;
- The proposed program/activity budget must be fiscally sound so that the SDCBA is not exposed to liability for unanticipated expenses or net losses;
- The program or activity must comply with the Panel Member Diversity Policy (Policy § 5) if the co-sponsored program is an educational program covered by that Policy. The entity seeking co-sponsorship of an educational program can certify compliance with the Policy through a form on the Association’s website.

6.1.13.1 Panel Member Diversity

6.1.13.1.1 Statement of Purpose

A. Initiatives that support inclusion are a significant part of the SDCBA’s work and mission. We are committed to promoting diversity in every aspect of our Association and creating a more inclusive legal community, including speaking opportunities in our educational programming. To meet the objectives of promoting inclusion and encouraging the full and equal participation of all members, the SDCBA expects all educational programming to have qualified speakers that also include diverse members of the legal community.

B. The SDCBA provides support to leadership in identifying diverse speakers. This support may include, but is not limited to: maintaining a diverse speakers directory, consulting with the SDCBA’s Committee on Diversity & Inclusion (CDI), and connecting members with local diversity bar organizations and diversity bar leaders.
6.1.13.2 Diversity

“Diversity” is an expansive, flexible, and evolving concept encompassing a set of characteristics, experiences, and conditions (whether actual or perceived) that reflects an individual’s membership in an underrepresented, underserved, or historically disadvantaged group in the legal community. These characteristics include but are not limited to race, ethnicity, color, national origin, ancestry, sex, gender, gender identity, gender expression, sexual orientation, disability (including the intersectionality of these characteristics), as well as attorneys who have less than seven years of legal practice.

The SDCBA may rely on state or local demographics available to determine representational percentages.

Those who choose to participate as part of the faculty for educational programming will be asked to voluntarily self-identify and will be provided with a statement explaining the purpose of data collection to enhance diversity and inclusion in the SDCBA. These individuals will be given the option to decline to provide this information. The reporting provided shall remain confidential and anonymous in its disaggregated form but may be used in statistical analysis regarding diversity and inclusion in the SDCBA generally.

6.1.13.3 Diverse Speaker Policy

This policy applies to all educational programming whose faculty consists of 3 or more panel participants, including the moderator:

A. Programs with faculty of 3 panel participants, including the moderator, will require at least 1 non-male member and 1 non-Caucasian member;

B. Programs with faculty of 4 to 5 panel participants, including the moderator, will require at least 2 Diverse members, including at least 1 non-male member and 1 non-Caucasian member;

C. Programs with faculty of 6 to 7 panel participants, including the moderator, will require at least 3 Diverse members, including at least 2 non-male members and 2 non-Caucasian members;

D. Programs with faculty of 8 panel participants, including the moderator, will require at least 4 Diverse members, including at least 2 non-male members and 2 non-Caucasian members;

E. Programs with faculty of 9 panel participants, including the moderator, will require at least 4 Diverse members, including at least 3 non-male members and 3 non-Caucasian members;

F. Programs with faculty of 10 to 11 panel participants, including the moderator, will require at least 5 Diverse members, including at least 3 non-male members and 3 non-Caucasian members;

G. Programs with faculty of 12 panel participants, including the moderator, will require at least 6 Diverse members, including at least 3 non-male members and 3 non-Caucasian members;

H. Programs with faculty of 13 to 14 panel participants, including the moderator, will require at least 7 Diverse members, including at least 4 non-male members and 4 non-Caucasian members;

I. Programs with faculty of 15 to 16 panel participants, including the moderator, will require at least 8 Diverse members, including at least 4 non-male members and 4 non-Caucasian members.

The same panelist can satisfy one or both of the non-male and non-Caucasian criteria set forth above, and count toward the Diverse speaker requirements.

Reasonable efforts will be made to ensure individuals who have different abilities can access the program.
6.1.13.1.4 Exceptions

An exception may be granted if it is determined by the SDCBA internal team that a good faith effort to include the requisite number of Diverse members was made but was not attainable.

If a panel does not comply, was not granted a good faith exception, and/or it is determined that there is conscious disregard of this policy, the SDCBA retains the right to cancel scheduled programming.

In making a determination as to whether reasonable and good faith effort has been made to comply with this policy, the totality of the circumstances will be considered, including information regarding the available pipeline of qualified candidates and any other relevant information and anecdotal information.