



SAN DIEGO COUNTY
BAR ASSOCIATION®

COMMITTEE ON DIVERSITY AND INCLUSION (CDI): 2020 COMPLETED PROJECTS

Purpose: *To promote diversity, equity, inclusion, and improved access to justice in all aspects of the legal profession and the community.*

CDI SUBCOMMITTEES AND TASKFORCES:

1. Anti-Racism Subcommittee (formed Sept. 2020)
2. Different Abilities Subcommittee
3. Dialogue on Diversity Taskforce
4. Diversity Fellowship Program Taskforce
5. Diversity Pledge Taskforce
6. Revised CDI Purpose Statement Taskforce
7. Diversity Definitions Taskforce
8. Holidays Around the World Taskforce

ANTI-RACISM SUBCOMMITTEE

Purpose: *To brainstorm, plan, and recommend strategies and education to ensure that the SDCBA is actively anti-racist in our endeavors and to propose solutions to effectuate positive change in the legal profession and the justice system.*

2020 COMPLETED PROJECTS:

1. Monthly Equity Roundtable Sub-subcommittee
 - a. Sept. Exchange on Equity: [21 Day Racial Equity Challenge](#)
 - b. Oct. Exchange on Equity: [Ava DuVernay's Documentary 13th](#)
 - c. Nov. Exchange on Equity: [Wellness & Antiracism](#)
2. Internal Actions Sub-subcommittee
3. Organizational Assessment Sub-subcommittee
4. Money Talks Sub-subcommittee
5. Legal Community Sub-subcommittee

DIFFERENT ABILITIES SUBCOMMITTEE

Purpose: *To bring together members who are interested in disability rights issues, or who have disabilities, to raise awareness, foster collaboration, and create community.*

2020 COMPLETED PROJECTS:

1. CLE to SDCBA members: [Disability Etiquette](#)
2. Disability & Law Panel program at USD: [Disability Etiquette Training](#)
3. Reviewing accessibility to Federal Court

DIALOGUE ON DIVERSITY TASKFORCE

Purpose: Create formal educational CLE programs on diversity issues by providing industry leader insight and expertise (provides free Elimination of Bias CLE credit to members and the legal community)

2020 COMPLETED PROJECTS

1. Dialogue on Diversity:
[Right to Vote! History of Voting Right, Legal Challenges, and Current Concerns](#)
2. Expanding into a 4-part series in 2021
3. Political Diversity: Feb. 8
4. LGBTQ Diversity: June 9
5. Latinx Diversity: Sept. 22
6. Intersectionality & Shared Experiences: Nov. 3

DIVERSITY FELLOWSHIP PROGRAM TASKFORCE

Purpose: To support the SDCBA's DFP Program efforts including employer and fellow recruitment, application reviews, interviews and fellow mentoring

2020 COMPLETED PROJECTS

1. Employer recruitment: 21 employers participated in 2020
2. Fellow recruitment: 24 fellows in internships
3. Created an informal virtual mentoring program

DIVERSITY PLEDGE TASKFORCE

Purpose: Review and revise the 2007 Diversity Pledge and accompanying employer survey.

2020 COMPLETED PROJECTS

1. Pledge revision completed:
[SDCBA Diversity Pledge Page](#)

CDI PURPOSE STATEMENT TASKFORCE

Purpose: Diversity Pledge Taskforce Purpose: Review and revise the purpose statement of CDI to be more inclusive and expansive of its intended goals.

2020 COMPLETED PROJECTS

1. Revised the [Committee's Purpose Statement](#) to reflect its updated goals

DIVERSITY DEFINITIONS TASKFORCE

Purpose: Create standard definitions for universal use within SDCBA policy and communications for the terms "diversity" and "diversity, equity, and inclusion."

2020 COMPLETED PROJECTS

1. Created standard [diversity definitions](#)

HOLIDAYS AROUND THE WORLD TASKFORCE

Purpose: Assist with the planning and execution of CDI's annual holiday kick off reception celebrating the diversity in our legal community.

2020 COMPLETED PROJECTS

1. Virtual [Holidays Around the World and Legal Community E-Cookbook](#) produced