Although San Diego County is a diverse community, that diversity is not represented at the management and leadership levels of many legal organizations relative to the demographics of our community. Clients and the public expect the San Diego legal community to reflect this diversity.

We recognize that 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. These characteristics include race, ethnicity, color, national origin, ancestry, sex, gender, gender identity, gender expression, sexual orientation, disability, and other relevant characteristics as the context requires, as well as the intersectionality of these characteristics and other groups historically underrepresented in the legal profession. Attorneys with any of these characteristics will be referred to throughout this document as “Underrepresented Attorneys.”

We pledge to use our best efforts to meet the following goals:

- **Hiring & Retention:** To hire and retain entry-level and lateral Underrepresented Attorneys who represent the diversity of the population of the County of San Diego and the surrounding region.

- **Promotion & Leadership:** To promote Underrepresented Attorneys to management, supervisory, executive, leadership, and similar senior positions.

- **Engagement of Outside Counsel:** To recommend the participation of Underrepresented Attorneys to staff a matter on behalf of the outside law firm.

- **Participation in Legal Community Diversity Initiatives:** To regularly and actively participate in diversity and inclusion events, volunteer initiatives, and diversity pathway programs organized by the San Diego County Bar Association (SDCBA), SDCBA Committee on Diversity and Inclusion, affinity bar associations, and other law-related organizations.

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**Signing Organization**

**Organization’s Website** to link from Diversity Pledge page of SDCBA website

**Signature**

**Date**

**Name of Signee**

**Title of Signee**

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**Please sign and email this form to:** oblankson@sdcba.org

**Please list contact name, and email for communications about this pledge.**

**Name of contact:**

**Email of contact:**

Would you like the above email address to be added to the private Diversity Pledge Listserv to foster communications amongst signatories about ideas, best practices, and questions related to the goals of the Pledge?

☐ YES  ☐ NO

**Please list contact name, and email for communications about this pledge.**