

ABA-IPL Diversity Plan

The American Bar Association's Section of Intellectual Property Law (ABA-IPL) enthusiastically embraces the principle of diversity. We believe that diversity in our membership and leadership brings a variety of unique and valuable skills and perspectives to the Section. The Section therefore has a steadfast commitment to:

- actively recruiting lawyers of color (*e.g.*, African American, Hispanic/Latino(a), Native American, Asian and other such minorities), women lawyers, lawyers with disabilities, and lesbian, gay, bisexual, and transgender (LGBT) lawyers (collectively referred to herein as "diverse lawyers");
- educating diverse lawyers about the benefits of Section membership, including networking, committee work, the latest developments in intellectual property law, programs, publications, and leadership opportunities;
- fostering an atmosphere of inclusion to facilitate and encourage the recruitment and retention of diverse lawyers as members and leaders of the Section;
- seeking the active participation of diverse speakers and authors in Section programs and publications;
- developing innovative ways to engage and promote participation of diverse lawyers in Section work at every level;
- providing diverse lawyers with opportunities to take on leadership roles in the Section; and
- providing mentoring opportunities to diverse lawyers in the Section.

To honor that commitment in both the near term and the long term, the Section has adopted this Diversity Plan, which includes the following goals and action items.

GOALS AND ACTION PLAN

GOAL #1: INCREASE DIVERSITY IN SECTION LEADERSHIP.

Priority 1 Action Items

- Obtain the unequivocal support and participation of the Section leadership in implementing the Diversity Plan. **Responsibility: Long Range Planning Chair and Diversity Steering Committee (*e.g.*, Pipeline Subcommittee Chair, Outreach Subcommittee Chair, Promotion Subcommittee Chair, Young Lawyer Action Group Liaison, and Membership Officer or other Council Liaison).**

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- Provide the Diversity Plan to the Diversity Action Group (DAG) members, new Section leaders and new Section members. **Responsibility: Diversity Steering Committee and Section Staff.**
- Facilitate action items identified in the Diversity Plan by providing a tailored list of responsibilities (“Diversity Plan Addendum: Leadership To-Do List”) each bar year to each individual or group identified as having “Responsibility” in the Diversity Plan. **Responsibility: Diversity Steering Committee and DAG Chairs.**
- Report diversity initiative results using measurable language to the Section Council biannually (in conjunction with the ABA Midyear and Annual Meetings), including the Section’s results in the ABA Goal III Report, which measures progress toward diversity by the ABA and its individual entities, and how Section diversity compares to diversity in the ABA as a whole. **Responsibility: Diversity Steering Committee and DAG Chairs.**
- Annually review the Diversity Plan and assess which initiatives are working and which are not (and determine why those are not working); incorporate new ideas; and respond to existing circumstances. **Responsibility: Diversity Steering Committee.**
- Promote diversity in relation to the Section’s long range planning. **Responsibility: Long Range Planning Chair.**
- Promote diversity in relation to the Section’s leadership appointments and nominations. **Responsibility: Section Chair, Chair-Elect and Nominating Committee Chair.**

GOAL #2: INCREASE DIVERSITY IN SECTION MEMBERSHIP.

Priority 1 Action Items

- Foster a spirit of inclusion and a diversity-rich environment in all of the Section’s activities.
- Invite diverse non-members attending Section events to become Section members. **Responsibility: DAG Outreach Subcommittee.**
- Encourage diverse lawyers to attend Section diversity luncheons and receptions. **Responsibility: DAG Outreach Subcommittee.**
- Encourage and actively seek participation of diverse members in CLE panels and other Section programming. **Responsibility: CLE Board and DAG Promotion Subcommittee.**
- Encourage and actively seek participation of diverse members in Section publications. **Responsibility: Content Advisory Board, Books Board, Magazine Board and DAG Promotion Subcommittee.**

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- Partner with targeted law schools and engineering/science schools and student organizations as a resource for exploring opportunities in the intellectual property law.

Responsibility: DAG Pipeline Subcommittee.

- Invite members of the Section's Young Lawyer Action Group (YLAG) to participate in the Section's diversity efforts. **Responsibility: Diversity Steering Committee (e.g., liaison from YLAG).**

Priority 2 Action Items

- Gain feedback (with a diversity focus) through program evaluation forms to identify ways the Section can enhance program attendees' and participants' experience. **Responsibility: DAG Outreach Subcommittee and Section Staff.**

- Support recruitment/retention materials with a focus or emphasis on diverse lawyers. **Responsibility: DAG Outreach Subcommittee and Section Staff.**

- Sponsor programming directed to diverse law students, including opportunities with other diversity or diversity-minded groups. **Responsibility: DAG Pipeline Subcommittee.**

- Sponsor programming directed to diverse lawyers, including opportunities with other diversity or diversity-minded groups. **Responsibility: DAG Outreach Subcommittee.**

- Support and facilitate membership opportunities for diverse lawyers and law students. **Responsibility: DAG Pipeline Subcommittee.**

GOAL #3: INCREASE SECTION DIVERSITY AWARENESS.

Priority 1 Action Items

- Develop and implement a Section diversity resources web page with access to the Diversity Plan. **Responsibility: Diversity Steering Committee and Section Staff.**

- Include a section in the speaker and author release forms so that speakers and authors may self-identify their race and ethnicity, gender, disability, and sexual orientation; the form should indicate the purpose for collecting such information and indicate that providing such information is voluntary. **Responsibility: DAG Promotion Subcommittee and Section Staff.**

- Track diversity in Section programs and publications (including by reviewing completed speaker and author release forms). **Responsibility: DAG Promotion Subcommittee and Section Staff.**

- Sponsor events in cities with the potential to reach larger-than-average diverse student populations. For example, an event may aim to bring together in a networking environment: 1) diverse attorneys associated with the local diverse or affinity bar associations; 2) diverse

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attorneys associated with local intellectual property bar associations; and 3) diverse students (*e.g.*, law, engineering, math and science) associated with local universities. **Responsibility: DAG Pipeline Subcommittee.**

- Host networking luncheons and receptions in cities with the potential to reach larger-than-average diverse lawyer populations (*e.g.*, N.Y., D.C., Atlanta and Houston).

Responsibility: DAG Outreach Subcommittee.

- Develop, implement and promote a database of diverse authors and speakers in the Section, including members for writing and speaking on diversity topics. **Responsibility: DAG Promotion Subcommittee.**

Priority 2 Action Items

- Create and regularly update the Section's DAG and other diversity-related web pages, including presentation of links to websites of diversity or affinity groups as appropriate.

Responsibility: Diversity Steering Committee, DAG Chairs and Section Staff.

- Identify achievements in the Section's diversity efforts in the Section's *Landslide*[®] magazine and other appropriate venues. **Responsibility: DAG Promotion Subcommittee and Section Staff.**