

DATE: SEPTEMBER 1, 2020

TO: IMF COMMITTEE

FROM: JOINT IMF/FLORIDA BAR DIVERSITY & INCLUSION COMMITTEE STUDY GROUP

Members of Study Group:

BLS

Mariane Dorris

John Dorris

Florida Bar Diversity & Inclusion Committee

Michael Andriano

David Brunell

Julian Jackson Fannin

RE: BLS DIVERSITY & INCLUSION CLE SPEAKER PANEL POLICY (“CLE DIVERSITY POLICY”):

The Business Law Section (“BLS”) expects all Continuing Legal Education (CLE) Programs sponsored or co-sponsored by the BLS to meet the goals of the Diversity Committee Strategic Plan of eliminating bias, increasing diversity and implementing tactics aimed at recruiting and retaining diverse attorneys. These goals are furthered by having the faculty include members of diverse groups based upon *race, ethnicity, gender, sexual orientation, gender identity, disability and multiculturalism*.

CLE Diversity Policy:

For these reasons, the Study Group recommends the following CLE Diversity Policy. This policy applies to CLE programs with three or more panel participants, including the moderator. Effective **January 1, 2021**, the following guidelines will apply: (a) individual programs with faculty of three or four panel participants, including the moderator, will require at least 1 diverse member; (b) individual programs with faculty of five to eight panel participants, including the moderator, will require at least 2 diverse members; and (c) individual programs with faculty of nine or more panel participants, including the moderator, will require at least 3 diverse members. The BLS will not sponsor, co-sponsor, or seek CLE accreditation for any program failing to comply with this policy unless an exception or appeal is granted.

Implementation:

The Inclusion, Mentoring & Fellowship Committee (“IMF”), will be responsible for the implementation and enforcement of the CLE Diversity Policy. As such, any question of compliance with the CLE Diversity Policy will be determined by the IMF Committee. If a proposed CLE panel does not comply with the CLE Diversity Policy and cannot be granted an exception, as defined below, then the BLS will not sponsor the CLE. **All applications for programs seeking CLE accreditation and BLS sponsorship shall be submitted to the IMF Committee at least seven (7) days prior to the date the program is scheduled to occur.**

At the discretion of the IMF Committee and the Chair of the Section, either of the following circumstances *may* constitute grounds for an exception from the CLE Diversity Policy:

1. Previously confirmed diverse speakers or moderators for the CLE cancel, withdraw or become unable to attend and participate in the CLE and insufficient time exists to replace them and maintain a diverse panel.
2. After a diligent search and inquiry, the proponents of the CLE have affirmed they have been unable to obtain the participation of the requisite diverse members of the CLE panel.

Diverse Speaker Directory:

In order to assist in the implementation of the CLE Diversity Policy, IMF will create and maintain a Diverse Speaker Directory (“Directory”). The Directory will provide a database of legal experts that self-identify from a race, ethnicity, gender and gender identity, sexual orientation, disability and multicultural perspective. In addition to the above, individuals who register with the Directory shall identify their geographical location, willingness to travel, speaker fees if any, and areas of expertise/interest, in addition to a CV.