

Attachment III

DIVERSITY IN THE LEGAL PROFESSION

June 2009 Status Report for the

**2004 FINAL REPORT AND
RECOMMENDATIONS**

INTRODUCTION

The Member Outreach Committee was formed following The Florida Bar's 2004 Diversity Symposium. Since its inception, the committee has focused on addressing issues in the Diversity in the Legal Profession Report. The report defines diversity and identifies barriers to achieving diversity. It also includes suggestions of action that can be taken to reach the goal of diversifying legal education, [law-related] employment, The Florida Bar and the judiciary by the year 2014. The committee has identified sections, committees, departments and affiliates of the Bar to work with them to achieve the goals outlined in the report.

The report is broken down into sections of the identified critical areas for improvement within the legal profession. The areas identified are Diversity in Legal Education, Diversity in Employment, Diversity in the Bar and Diversity in the Judiciary. This status report provides an update of the work that has been done to investigate the recommendations made in the report. Although some of the recommendations have been considered by the committee, some require further analysis, and still some that the committee has determined The Florida Bar cannot address without changes in policies, such as those that concern sharing information on law school students' exam scores.

Each section of the report is outlined and includes recommendations and the status.

DIVERSITY IN LEGAL EDUCATION

I. Recommendation: Expand the pool of qualified diverse applicants in law school

- Develop and use non-traditional criteria to evaluate potential successful candidates, to include performance in summer conditional programs, work or family responsibilities while attending college, community service, etc.

Status 2007: *The Florida Bar Exam passing score was increased from 131 to 136, effective July 1, 2004. The Student Education and Admissions to the Bar Committee (SEABC) has been unable to access the confidential data on individual test-takers to determine if raising the passing score of the bar exam has had an impact on minority test-takers. The mission of SEABC is to study and make recommendations on law school education and its effectiveness in student ability to pass the bar exam. SEABC encouraged law schools to study the data that is provided by the Florida Board of Bar Examiners and identify trends in their schools.*

After consultation with representatives from the Florida Board of Bar Examiners and The Florida Bar Board of Governors, SEABC proposed to set up an online post-exam survey which would be easy to take and which would collect data about the test-taker's background, exam preparation and other relevant factors. The Florida Board of Bar Examiners has administered the survey three times since February 2006. Results are reviewed by the Florida Board of Bar Examiners and the Florida Supreme Court.

Status 2009: Since February 2006, the Florida Board of Bar Examiners ("board") has administered the post-exam survey immediately following the last session of the bar examination. The survey is voluntary and asks examinees about their preparation for the bar examination. Rule 1-60 provides for the confidentiality of the board's materials except as authorized by the rules or the Supreme Court of Florida. To date, the Court has not authorized the Florida Board of Bar Examiners to release any information regarding the results of the survey.

- Expand Summer Conditional programs to provide academic support to diverse students.

Status 2007: *The Florida Bar Young Lawyers Division planned to host a Pre-Law Conference in 2007 and 2008 to promote the legal profession to undergraduates, which helps to increase minority applications to law school. Unfortunately, these conferences were postponed.*

Status 2009: The Florida Bar Young Lawyers Division will be hosting a Minority Pre-Law Conference in the September of 2009 to promote the legal profession to undergraduates, which helps to increase minority applications to law school. The conference will be composed of workshops, a mock class, minority lawyer panel discussions, and a keynote speaker.

II. Recommendation: Expand the pool of qualified applicants with disabilities in Law School

- Identify attorneys with disabilities to educate primary and secondary schools on opportunities for persons with disabilities in the legal profession; expand and/or develop Law Day Programs for primary and secondary schools to include attorneys with disabilities; reach out to non-traditional schools that have an emphasis on teaching students with disabilities and; develop mentoring programs for secondary and college level students.

Status 2007: *The Disability Independence Group (DIG), a non-profit organization, received funding in February of 2006 and February of 2007 through The Florida Bar Foundation for focus group research for attorneys with disabilities. The grants both lasted for an entire year. The focus groups, made up of 15-20 attorneys with disabilities, would serve to inform the Bar of the needs of attorneys. Further, attorneys participating in focus groups (and others) would be encouraged to go into high schools and encourage youth with disabilities to think about careers in the legal profession.*

In May 2006, DIG, with assistance from The Florida Bar and The Florida Bar Foundation, administered an online survey of Florida lawyers with disabilities. The purpose was to gather demographics information, analyze barriers for lawyers with disabilities in their profession, collect information on accommodations and technical assistance; and ultimately, create a forum for the exploration of issues, strategies and recommendations to enhance the participation of attorneys with disabilities in Florida's legal communities, in court and out of court.

The survey included a series of questions regarding law school careers. The barriers mentioned included interaction with the Law School Admissions Council, application for the Law School Admission Test, experiences within the law school admissions process, law school classes, library use and other activities.

The final report was presented to The Florida Bar Board of Governors and has been referred to the Bar's Member Outreach Committee for its review and recommendations.

In May 2007, DIG received a \$10,000 grant from the Minority Corporate Counsel Association (MCCA) and to develop and implement a workshop for graduating law students with disabilities from the 10 Florida law schools. The goals of this project will be to: develop a resource manual for these participants and for law placement staff; to explore replication opportunities; to expand knowledge of rights and responsibilities for law students with disabilities; to expand knowledge of strategies for employment opportunities for lawyers with disabilities throughout the legal system; and to expand knowledge of law placement personnel. Successful completion of this project will contribute to increasing diversity in the legal profession.

Status 2009: After receiving a \$10,000 grant from the Minority Corporate Counsel Association (MCCA), DIG developed and implemented a workshop for graduating law students with disabilities from the 10 Florida law schools. There were 50 attendants in-person, along with 15 that participated via webcast. The seminar took place on March 1, 2008 at Florida International University College of Law in Miami. In the workshop, the participants discussed tools for law placement staff; explored replication opportunities; and discussed knowledge of rights and responsibilities for law students with disabilities. They also developed resource manuals on employment resources and issues. Law school placement offices in Florida received the manuals. Twelve speakers were also in attendance.

- Coordinate these efforts through the Diversity Affairs Officer as well as Bar Sections and Committees such as the Equal Opportunities Law Section and the Center for Professionalism.

Status 2007: *These efforts are being coordinated through the Member Outreach Committee, the Disability Committee of the Equal Opportunities Law Section (which seeks to improve access to legal education, the legal profession, and the judiciary for persons with disabilities) and other appropriate committees.*

Status 2009: A subcommittee discussed the results of the survey and recommended that The Florida Bar compile contacts and disability resources from all of the Florida law schools. Staff contacted all of the law schools' 504 Offices and gathered information that will be updated annually and made available on the Web page with other disability-related resources.

- Create publications in different formats such as large print, audio tapes, and Braille to be accessible to potential applicants with disabilities.

Status 2007: *On request, publications and meeting materials are promptly produced to be accessible based on the requesting individual's disability/disabilities. In addition, the goal of The Florida Bar is to increase accessibility and usability for all users of its Web site and has an ongoing review and implementation program.*

Status 2009: The Florida Bar continues to review and implement programs concerning accessibility.

III. **Recommendation: Support for minorities in bar exam preparation**

- Offer programs during the final year of law school to improve skills needed to pass the Bar exam; assist students with disabilities to determine the accommodations required and available for the Bar exam; bar preparation programs should provide instruction and test taking strategies for students with disabilities; the Bar, the Florida Board of Bar Examiners and law schools should work with the bar preparation companies to develop these programs; sponsor bar preparation course scholarships for diverse students with financial needs.

Status 2007: *According to the SEABC, all Florida law schools offer Bar Preparation courses to all of their students. Some have outreach programs specifically targeting minority students. Students with disabilities are encouraged to communicate their required accommodations for classes and the bar exam. Many voluntary bar associations have reported holding bar preparation courses as well. In addition, several voluntary bars have reported programs designed to provide internship placement to qualified minority students during their third year of law school.*

In the absence of data on individual test-takers and access, the SEABC proposes to work with the Florida Board of Bar Examiners with its less sensitive pass/fail data to gain an understanding of what makes a successful test-taker—if such patterns can be determined—and what law schools or the Bar should do to improve student success on the exam.

Status 2009: As reported above, The Florida Board of Bar Examiners conducts a survey of bar examination test takers to collect data regarding bar preparation. The complete data has been provided to the Florida Supreme Court; however, the Court can not authorize the Florida Board of Bar Examiners to provide this data to the law schools. SEABC supports the notion that the results of the survey and/or the raw data should be

provided to the Florida law schools, so that they may use the data to better assist students – including minority students and students with disabilities - with bar preparation.

IV. Recommendation: Monitor the impact of changes in bar exam passage rates for diverse students

- Compile performance data on individual students and release that data, on a confidential basis, to the law school where the student attended; Develop the format for information requests; closely monitor the success rate of these test takers during this increased score period; notify the law schools of the results; make improvements and/or changes in existing programs if necessary; the Diversity Affairs Officer and the Florida Board of Bar Examiners should work closely together on this issue.

Status 2007: *In the absence of data on individual test-takers and access, the SEABC proposes to work with the Florida Board of Bar Examiners with its less sensitive pass/fail data to gain an understanding of what makes a successful test-taker—if such patterns can be determined—and what law schools or the Bar should do to improve student success on the exam. Law schools have been encouraged to study the data that is provided to them by the Florida Board of Bar Examiners and identify trends in their schools.*

Status 2009: Law school representatives on SEABC have indicated that pass/fail information is not sufficient to assist the law schools with bar exam preparation. The law school members have stated that complete scoring data is necessary to determine what steps if any should be taken to assist students in preparing for the bar examination. SEABC has sent a letter to the Florida Bar encouraging the Bar to support the release of all bar exam results, including the complete scoring information associated with the individual test-taker to the test-taker's law school.

The Supreme Court authorized the board to release specific information to the Florida law schools related to the bar examination. The board continues to release all authorized information to the Florida law schools following each grade release.

V. Recommendation: Increase Minority Job Placement

- Utilize mentor programs to facilitate the transition from law school to law firms; increase the placement of diverse students in internship positions.

Status 2007: *The Annual Minority Mentoring Picnic matches minority law students with mentors at varying stages of their legal career. The Florida Bar through the Member Outreach Committee co-sponsors the picnic each year along with many law firms, judges and voluntary bar associations.*

E-mentoring and diversity training for law school students is provided through the Henry Latimer Center for Professionalism.

Status 2009: The Florida Bar continues to support the successful Minority Mentoring Picnic and the Central Florida Diversity Picnic. The events, in their sixth and second years respectively, bring together lawyers and judges from throughout the state to serve as mentors to minority students from all of Florida's law schools. Past attendees have included Chief Justice Peggy Quince, former Attorney General Janet Reno, 11th Judicial Circuit Judge Joseph Farina and Florida Bar Past-President Frank Angones. The Florida Bar's Web site has information posted about the Minority Mentoring Picnic, set for Nov. 14, 2009.

E-mentoring and diversity training for law school students continues to be done through the Henry Latimer Center for Professionalism.

- Open membership to Bar Sections and Committees to third year law students and waive any fees associated therewith; encourage attendance of and offer financial support to diverse students in all Bar activities.

Status 2007: *Through its Law Student Division, The Florida Bar Young Lawyers Division (YLD) serves as a liaison to Florida's law schools and disseminates information to law students about various programs. In addition, the YLD Diversity Committee is currently compiling a directory of law students with whom it comes in contact at the South Florida and Central Florida Mentoring Picnics to assist the Law Schools committee in formulating its Law Student Division and to match mentor/mentee partnerships.*

Status 2009: The Law Student Division (LSD) hosted the first formal meeting of its Governing Board at the YLD's Affiliate Outreach Conference in January of 2009. The governing board was initially appointed with input of the individual law schools and the YLD and steps were taken to ensure not only that each of Florida's law schools was represented, but also that its membership was diverse. The LSD recently created four committees, including: Activities & Benefits, Communications, Finance and Membership. Additionally, the Governing Board elected, Madeleine Mannello, of the University of Miami Law School, as the new President of

LSD, who will be sworn in at the next meeting of the Law Student Division at the Florida Bar's Annual Meeting in June of 2009.

The YLD opted not to charge membership dues for the Law Student Division in an effort to make it more accessible to all law students, regardless of their ability to pay a fee for membership. Instead, the YLD will continue to sponsor activities of the LSD, including limited financial support for the Governing Board's travel expenditures to attend board meetings.

VI. Recommendation: Financial Assistance

- Increase resources to provide financial assistance to eligible diverse students; identify potential scholarship sources and encourage contributions from Florida Bar members and voluntary bar associations to Florida law schools to support existing scholarships.

***Status 2007:** Several voluntary bar associations have reported offering scholarships and internship opportunities to qualified diverse students.*

Status 2009:

Broward County Hispanic Bar Association – Each year, the BCHBA offers scholarships to deserving law students attending South Florida's four law schools. In 2008, five \$2,000 scholarships were awarded (\$10,000). In 2009, four \$1,500 scholarships will be awarded (\$6,000).

Collier County Bar Association – Although there are no specific programs, the CCBA assists law school students with placement when requested. The CCBA Foundation gives scholarships periodically, but they have been more at the high school level than law school level.

D.W. Perkins Bar Association – The DWPBA will provide seven scholarships to law students studying for the bar exam this year. They have sponsored an elementary student to attend a legal camp this summer. Members serve as mentors to many law students and does mentoring with its mock trial programs in the elementary schools.

Federal Bar Association (Tampa Bay Chapter) – The FBA Tampa Bay Chapter sponsors a book award at the University Of Florida Levin College Of Law.

Florida Association for Women Lawyers (Broward Chapter) – The Broward Chapter of FAWL offers scholarships based on merit, not diverse background.

Florida Association for Women Lawyers (Miami-Dade) – The Miami-Dade Chapter of FAWL awards six \$1000 scholarships to law students of diverse backgrounds at its annual judicial reception each December.

Fred G. Minnis, Sr. Bar Association – The FGMSBA offers mentoring to the recipient of the of its Foundations scholarships and to the Stetson University College of Law BLSA Chapter.

Haitian Lawyers Association – The HLA provides scholarships for deserving law students of Haitian descent attaining a law degree from a law school in the State of Florida.

Hillsborough County Bar Association – The Diversity Committee of the HCBA is in the process of establishing a scholarship.

Hispanic Bar Association of Central Florida – The HBACF does offer scholarships to students attending Barry University School of Law. They also offer e-mentoring to students attending FAMU College of Law and Barry University School of Law.

Jacksonville Bar Association – The Young Lawyers Section of the JBA offers one scholarship each year to a law school student, based on merit.

Martin County Bar Association – The MCBA provides a one-time scholarship to certain students who meet criteria established by the MCBA Scholarship Committee.

Nassau County Bar Association – The NCBA offers its scholarship money to Teen Court Seniors. In the past, the scholarship was given to one student, who was the most outstanding candidate. Currently, the scholarship money is distributed among all graduating seniors because there are so many outstanding, deserving students. Students from diverse backgrounds participate in Teen Court.

Sarasota County Bar Association – The SCBA is sponsoring a Summer Intern/Diversity Scholarship Program this year. The interns are placed in local law firms and then provide a \$5000 scholarship. The SCBA recruits law students from diverse backgrounds and works with local firms who want to hire summer interns. The scholarship money is raised through donations, which are paid to the Sarasota Community Foundation to offer a tax deduction for the donor. The SCBA is extremely proud of this program and is offering two more scholarships this summer in addition to the three that were offered last year. The SCBA will be providing a report on the program at the 2009 Florida Bar Annual Convention and President-Elect Jesse Diner has solicited detailed information about the program.

South Miami-Kendall Bar Association – The SMKBA is awarding a law student from St. Thomas University a scholarship at its annual installation banquet.

St. Petersburg Bar Association – The St. Petersburg Bar Foundation, in recognition of the need to increase the number of minority attorneys in the Tampa Bay area, awards an annual scholarship of \$2500 named in honor of the Honorable Frank H. White. The “Frank H. White Diversity Scholarship”, established in 2000, is awarded to a student based on racial diversity, financial need, and the potential for the study of law. Preference is given to a student meeting those requirements who have family and financial ties in the Tampa Bay area and/or indicates a preference to remain in Pinellas County after graduation. The recipient is asked to join the SPBA as a student member.

T.J. Reddick Bar Association – The TJRBA offers annual scholarships and mentoring to students attending NOVA Southeastern University Law Center.

Tallahassee Women Lawyers – The TWL is in the process of reestablishing its mentoring program with the FSU College of Law Women’s Law Symposium, which will offer students the opportunity to have individual and group contact with TWL members/attorneys. This has been a highly successful program for both TWL and the FSU COL WLS in the past, and has offered scholarship opportunities to students through TWL in the past as well. Whether any scholarships will be available this year will depend on the TWL’s financial situation going into the 2009-10 year. In the past, this program has also facilitated a number of students finding and securing jobs and internships in Tallahassee.

Tampa Bay Hispanic Bar Association – The TBHBA offers scholarships to undergraduate students attending the University of South Florida with diverse backgrounds. They also offer informal mentoring to law school students with diverse backgrounds and will soon start a formal mentoring program to law school students.

- Utilize the Young Lawyers Division and other Bar sections to assist the Bar and the law schools in identifying funding sources.

Status 2007: *In effort to identify potential scholarship sources, the SEABC will be submitting a questionnaire to all Florida law schools with regard to minority enrollment and minority scholarships. The committee will follow up with the law schools to monitor any increase and decrease in the number of scholarships offered by Florida law schools.*

Status 2009: In 2008, SEABC sent a survey to the Florida Law schools regarding the availability of minority scholarships. The majority of law schools responded to the survey. SEABC is planning to resend the surveys in, and will compile the results.

The YLD continues to offer scholarships to law students at each of Florida's law schools. Diversity of applicants is taken into account in the review process, though it is not the only review criteria.

VII. Recommendation: Early Childhood Mentoring to Lead to Law School

- Create mentoring programs in secondary schools; provide grants through The Florida Bar to support mentoring programs and activities such as mock trial and debate teams in the high schools.

Status 2007: *The Florida Law Related Education Association, Inc. works to increase diversity in the legal profession by advancing law related education opportunities and programs for Florida students in grades 9-12 and particularly within law magnet schools. Law magnet schools have a law related focus throughout the curriculum. Students are attracted to these schools that have an interest in the law. Many of these schools have courtrooms on campus, forensic labs, and other exciting components such as Law Honor Societies. In 2006, a Title-One school won the statewide high school mock trial competition. Additional funding is being sought to increase opportunities for these schools and students as well as their teachers.*

Status 2009: The Florida Bar sponsors and distributes a *Legal Guide for New Adults*. The Law Related Education Committee updates the popular *Legal Guide for New Adults* pamphlet every year. Approximately 166,500 guides were mailed to every public high school in the state for distribution to graduating seniors during the 2008-2009 school year. Every package of pamphlets is mailed to the high schools with a letter addressed to the principal explaining the purpose of the guide, and a survey about it is also included. The list of high schools with the number of seniors in each one is provided by the Department of Education.

The Justice Teaching Program covers over 99% of all Florida public schools, including 34 counties that are fully covered by the program. It has reached 3,111 of Florida's public schools. Justice Teaching has 3,597 lawyers and judges that have volunteered for the program. And there have been 30 training sessions.

- Approve pro bono hours for those attorneys who participate in mentoring programs in secondary schools.

Status 2007: *The goal of the Justice Teaching Initiative is to pair a legal professional with every elementary, middle, and high school in the state of Florida. The program aims to benefit students by promoting an understanding of Florida's justice system and laws, developing critical thinking abilities and problem solving skills, and demonstrating the effective interaction of the courts within the constitutional structure. The Board of Legal Specialization and Education (BLSE) approved the Justice Teaching presentations for one hour of CLE credit (a maximum of 5 hours during a three-year reporting period).*

Status 2009: The following BLSE policy [5.05(f)] confirms the status of CLE credit for the Justice Teaching Initiative:

(f) Justice Teaching Classroom Presentations. To support the Supreme Court of Florida's initiative to advance an understanding of Florida's justice system among elementary, middle school, and high school students, continuing legal education credit will be given for Justice Teaching classroom presentations. For each presentation, a member shall receive 1 general credit hour. No more than 5 credit hours for this activity may be claimed during a member's 3-year CLER reporting cycle. The policy was approved 8/17/07. There have been 1158 members who have received CLE credit for completing the Justice Teaching Program. A total of 3451.5 credits have been claimed.

VIII. Recommendation: Create a Welcome Environment in Law Schools

- Increase diversity among the faculty, the student body, and in student activities; create a process for the Bar to assist law schools in searching for qualified candidates for open faculty and administrative positions; the Diversity Affairs Officer should create a survey to determine the makeup of the law schools' current faculty and students.

Status 2007: *The SEABC will be surveying Florida law schools to determine the diverse make up of their faculties.*

Status 2009: SEABC will survey Florida law schools in the fall of 2009.

- Conduct diversity-teaching workshops to improve the classroom experience for all students; the Diversity Affairs Officer together with various sections of the Bar should work with the law schools to create diversity-teaching workshops.

Status 2007: *The "Successful Lawyering in a Diverse Society" workshop is taught by instructors who are certified by the Henry Latimer Center for*

Professionalism. This workshop is taught at local bar associations, law firms, government law associations and to law school staff when requested. Several university staff members have received the "Train the Trainer" instruction and have the capacity to provide diversity training.

Status 2009: The Center for Professionalism continues to provide "Train the Trainer" programs, which are designed to promote individuals who receive the training to teach the seminar entitled "Successful Lawyering in a Diverse Society". Rather than presenting this program to certain schools at certain times, the Center instead provides lawyers with the training they need so that they may have the opportunity to offer the seminar whenever the opportunity arises.

IX. Recommendation: Create Academic Support Programs in Law Schools

- Create programs to identify at risk students; develop programs to assist these students to succeed in law school.

Status 2007 till present: *The SEABC plans to communicate with law schools to determine their method for assisting at risk students.*

DIVERSITY IN EMPLOYMENT

I. Recommendation: Pre-Employment Education for Students

- Create programs and provide training for interview and job search strategies, etc; utilize the Diversity Affairs Officer, Young Lawyers Division as well as the various sections of The Florida Bar to assist in coordinating these programs.

Status 2007 till present: *Through its Law Student Division, The Florida Bar Young Lawyers Division (YLD) serves as a liaison to Florida's 11 law schools, and disseminates information to law students about various YLD and Florida Bar programs on issues including professionalism, mentoring, admission to the bar and transition into the practice of law.*

Several voluntary bar associations have implemented mentoring programs to pair law school students with various legal professionals. Students have the opportunity to ask questions about the practice of law and make connections that they might not otherwise have the opportunity to make.

II. Recommendation: Pre-Employment Education for Employers

- Utilize various experts in the field to create broader hiring criteria; develop a seminar to present data on the success of diverse law firms; convene a meeting of career services personnel and professional recruiters to provide local and regional perspectives on employment barriers; and solicit articles for The Florida Bar News from voluntary bar associations as well as sections and committees of the Bar.

Status 2007: *The 2005 Diversity Symposium focused on the critical area of diversity in legal employment. The one-day event provided a platform for interactive dialogue between corporate entities, law firms, attorneys and judges on the benefits of a diverse workforce in the legal profession. Highlights were placed on diversity as a critical component for competitiveness in the state of Florida, which continues to increase in all categories of diversity—racial, ethnic, gender, lifestyle and ability. The Florida Bar News covered this symposium extensively and continues to publish articles about diversity in employment.*

Status 2009: The Florida Bar News has continued to make diversity a major focus of its bi-weekly articles. In 2008 alone, stories covered topics such as: high achieving attorneys with disabilities, racial barriers in the work place that were broken, fellowship programs for young lawyers, symposiums about diversity, attempts to include lawyers and law students with disabilities. This is a continual goal, to create dialogue about diversifying the legal profession.

III. Recommendation: Employers

- Encourage law firms to increase the number of clerkships and internships.

Status 2007 till present: *Many voluntary bar associations have reported sponsoring initiatives that assist in engaging local law firms to commit to reviewing resumes, submitted to the voluntary bar(s), when considering candidates for employment.*

- Conduct diversity training and workshops for employers to create selection criteria; conduct diversity training and seminars for employers to ensure that their work policies do not exclude or limit Attorneys of Diversity; conduct diversity training and seminars for employers for development and implementation of job performance evaluations in order to establish objective criteria that would eliminate bias and recognize the value of diversity.

Status 2007: *The Henry Latimer Center for Professionalism continues to present “Successful Lawyering in a Diverse Society,” a program that*

educates employers and law students about diversity. The program is presented at local bar associations, law firms, and government law associations when requested.

Additionally, the center continues to hold "train-the-trainer" sessions to recruit Certified Diversity Trainers to send out to law firms, law schools, voluntary bar associations and other organizations. Recently, the Center and other Certified Diversity Trainers have modified this workshop for presentation at the courts.

Status 2009: The workshop was taught to the Clearwater Bar Association on March 27, 2007 and again on March 26, 2008 by two of our Certified Trainers. The course has not been taught this year to date that has been reported to The Center. Also, we continue to hold "Train-the-Trainer" workshops taught by Wilhelmina Tribble of Lowe Tribble & Associates, Inc.

IV. Recommendation: Voluntary Bar Associations

- Implement summer internship programs through voluntary bar associations.

Status 2007: *Several voluntary bar associations have reported sponsoring minority internship placements. The goal of these programs is to pair qualified minority law students in internships within the legal community. The criteria for many of these internship opportunities includes rank in the top 50 percent of the respected class, involvement and leadership in law school organizations and community service activities. Some voluntary bars offer scholarships upon completing the internship.*

Status 2009:

Broward County Christian Lawyers Association – The BCCLA does not have a formal program for internships, scholarships, or mentoring of law school students. Any student that wants to seek a mentoring or internship arrangement may request one by inquiry and requests will be forwarded to the membership to see if anyone has an opening.

Clearwater Bar Association – The CBA offers (upon request) free ads in Res Ipsa to law students looking for an internship or summer clerkship. The ad goes on line and in their newsletter. The CBA also has an informal mentoring program for law student members; law student membership is now free in the CBA. The mentoring is done by phone and email so that the attorney and student do not feel that they have to meet face to face a lot.

Florida Law Related Education Association – The FLREA offers internships and volunteer opportunities as part of the President's Service Awards.

Gwen S. Cherry Black Women Lawyers Association – The GSCBWLA offers an internship program with Legal Services of Greater Miami.

Tallahassee Women Lawyers – The TWL is in the process of reestablishing its mentoring program with the FSU College of Law Women's Law Symposium, which will offer students the opportunity to have individual and group contact with TWL members/attorneys.

Volusia County Bar Association – The VCBA occasionally receives requests from law school students looking for a summer position and forwards the requests to the VCBA members. If the firms have positions available, they contact the students directly.

Wilkie D. Ferguson Jr. Bar Association – The WDFJBA offers a three month paid internship with Legal Services.

Sarasota County Bar Association – The SCBA is sponsoring a Summer Intern/Diversity Scholarship Program this year. The interns are placed in local law firms and then provide a \$5000 scholarship. The SCBA recruits law students from diverse backgrounds and works with local firms who want to hire summer interns. The scholarship money is raised through donations, which are paid to the Sarasota Community Foundation to offer a tax deduction for the donor. The SCBA is extremely proud of this program and is offering two more scholarships this summer in addition to the three that were offered last year. The SCBA will be providing a report on the program at the 2009 Florida Bar Annual Convention and President-Elect Jesse Diner has solicited detailed information about the program.

V. **Recommendation: Florida Bar**

- Visit law schools and meet with minority student groups to promote participation in Bar programs and activities as a law student and after admission to The Florida Bar.

Status 2007: *Through its Law Student Division, The Florida Bar Young Lawyers Division (YLD) serves as a liaison to Florida's 11 law schools, and disseminates information to law students about various YLD and Florida Bar programs on issues including professionalism, mentoring, admission to the bar and transition into the practice of law.*

Status 2009: The current transition of the Henry A. Latimer Center for Professionalism has involved making visits to nearly every law school in Florida as per the direction of the Supreme Court Commission on Professionalism and The Florida Bar Board of Governors, which authorized the Center's recent change of focus. The purpose for the Center's transition is that a focus on Florida law schools will provide the greatest opportunity to impact professionalism within lawyers who are just entering the legal profession. The Center is currently in discussion with several law schools about designing programs which will ensure that the legal education law students receive will emphasize professionalism, character development and fairness to all.

- Develop programs or conduct seminars that encourage employers to create programs for the placement and advancement of Attorneys of Diversity; encourage fair and equitable treatment in all aspects of personnel management policies of employers without regard to race, color, national origin, gender, sexual orientation or disabilities; Enlighten employers and candidates through speeches, press releases, statistical data, workplace laws and any other related topics affecting Attorneys of Diversity; encourage every attorney to join a voluntary minority bar association.

Status 2007:

In 2005, The Bar's Second Annual Diversity Symposium explored the challenges of recruiting and retaining a diverse work force. The interactive day-long session was held at the Stetson University Law Center in Tampa. Among the presenters was then-Supreme Court Chief Justice Barbara Pariente, who discussed the court's Committee on Fairness and Diversity.

Status 2009:

In 2008, a discussion on the inclusion of diverse individuals in the legal profession took center stage at The Florida Bar's 2008 Diversity Symposium at The Florida Bar's Annual Convention at the Boca Raton Resort & Club. "Diversity--Creating the Winning Edge," addressed the issue of law firms having legal teams that reflect Florida's diversity and culture. The three-hour symposium was sponsored in conjunction with the Bar's Equal Opportunities Law Section.

The Annual Diversity Symposium is a signature event for The Florida Bar. The upcoming 2009 program was planned by the Member Outreach Committee with the goal of starting at the grassroots level and focusing on what voluntary bars and sections can do to promote diversity. The program theme: "Diversity Matters: Building the Case for Inclusion in the Legal Profession." Representatives from the Young Lawyers Division and

six voluntary bars (Caribbean Bar Association, Clearwater Bar Association, Dade County Bar Association, Florida Association of Women Lawyers, Palm Beach County Bar Association and Sarasota County Bar Association) shared with colleagues best practices for promoting diversity in the legal field. Symposium attendees were provided with tips for replicating the featured diversity programs for their bar associations.

- Educate The Florida Bar's work force regarding diversity issues.

Status 2007: *In 2006, all Florida Bar staff members participated in a Bias Sensitivity Workshop presented by Lowe Tribble & Associates Inc.*

Status 2009: The Bias Sensitivity Workshop has not been taught to Bar staff since 2006. This training is available and coordinated through the Human Resources Department.

DIVERSITY IN THE BAR

I. Recommendation: Diversity Affairs Officer

- Develop and implement regulations and policies for equal opportunity; submit annual action programs, plans, and accomplishment reports; develop a heightened long-term focus of increasing employment opportunities for attorneys of diversity; assist with outreach programs and education; provide information training to attorneys of diversity.

Status 2007 till present: *A Member Outreach Coordinator staffs the Member Outreach Committee and serves as coordinator of the annual diversity symposium. The Member Outreach Coordinator conducts planning, development and coordination of diversity programs and events, including the annual diversity symposium and collects information to measure and evaluate the effectiveness of a diversity initiative and its components. The Member Outreach Coordinator remains in contact with staff liaisons, program administrators, committee and section chairs and voluntary bar associations to communicate upcoming programs, events and Member Outreach Committee activities.*

The Member Outreach Committee was created and is responsible for analyzing the recommendations from the 2004 Diversity Symposium and establishing a set of priorities for implementation. Some of the recommendations can be implemented by the Bar, while others will be implemented by committees, sections, and/or other organizations. Any new or expanded programs or initiatives must be coordinated through the

Program Evaluation Committee, Budget Committee and the Board of Governors itself.

II. Recommendation: Leadership Education

- To increase awareness of the diversity issue and to assist in enhancing participation from diverse segments of the Bar, the Bar President (and other leadership) should: write letters to minority bar newsletters; meet with the minority bar associations statewide;

Status 2007: *Members of the Board of Governors attending the December 2007 board meeting participated in a Diversity Sensitivity Workshop facilitated by Lowe Tribble & Associates, Inc.*

Board members have actively participated in each diversity symposium since 2004, serving as panel moderators and general participants. The Bar President, President-elect and President-elect designate have held a session at each symposium to provide for open dialogue.

The Florida Bar Board of Legal Specialization and Education (BLSE) through its ongoing strategic communication campaign will seek opportunities to promote the merits of board certification to more diverse Florida Bar members in order to increase diversity in the board certification program. The BLSE's goal is for the diverse board certification lawyer population to meet or exceed Florida Bar diversity membership statistics.

Local voluntary bar associations are the places where most bar leaders get their start. There are more than 200 voluntary bar association in Florida that exist to provide services and programs for individual lawyers in a particular area or specialty or in some instances to complement the activities and functions of The Florida Bar.

The Voluntary Bar Liaison continues to make visits to voluntary bar associations in the state of Florida. During these visits, voluntary bar leadership and members are informed of the resources available to them from the Bar and are encouraged to communicate their needs and activities to the Bar. The liaison also issues the Bar-to-Bar E-News, which communicates voluntary bar information between voluntary bars.

Committee Preference form submission is encouraged, with emphasis being placed on a commitment to identify minority candidates for positions. There are roughly 500 appointments to be made, and typically, the Bar receives about 5,000 requests.

Status 2009: Presidents of the Virgil Hawkins Florida Chapter National Bar Association, Florida Association of Women Lawyers, and Cuban American Bar Association are invited to attend all meetings of the Board of Governors to actively engage in discussions.

- Examine Bar staff composition and make recommendations for improvement.

Status 2007 till present: *In 2006, all Florida Bar staff members participated in a Diversity Sensitivity Workshop presented by Lowe Tribble & Associates Inc.*

III. Recommendation: Annual Diversity Symposium

- Hold the Diversity Symposium annually; invite wider audiences; encourage attendance by all members of the Board of Governors; create a long-term plan for the Symposiums so that the goal of the Florida Bar mirroring society by the year 2014 is met; implement recommendations contained in this Final Report by including topics in future symposiums.

Status 2009: *The 2004 Diversity Symposium was a day and a half on April 16-17, 2004. Attendees were lawyers, judges, law school deans and bar leaders. The first day included panel presentations on diversity issues in The Florida Bar, law firms, the judiciary, law schools and the role of the voluntary bar associations. Attendees of the inaugural diversity symposium drafted a report entitled "Diversity in the Legal Profession, Final Report and Recommendations." The report outlined critical areas where there was a need for an increase in inclusion and diversity. These areas include a focus on diversity within legal education, The Florida Bar, legal employment and the judiciary. Key recommendations contained in the report included setting a 10-year goal for having an African-American president of The Florida Bar and having the Bar hire a staff person who would be directly responsible for helping the Bar progress in this area. The report served as a recommended pathway to aid The Florida Bar and others affiliated with Florida's legal profession in developing a plan to increase participation, retention and representation of diverse attorneys in Florida. The 2004 Diversity Symposium was attended by 80 members of the legal profession, most of whom had a long history of involvement with diversity issues.*

The 2005 Diversity Symposium, that occurred on April 22, 2005, focused on the critical area of diversity in legal employment, using the prompts from the first symposium as a guide. Attendance doubled and the presence of the Chief Justice and many other leaders of the Bench and Bar was outstanding. The one-day event provided a platform for

interactive dialogue between corporate entities, law firms, attorneys and judges on the benefits of a diverse workforce in the legal profession. Panelists consisted of representatives of law firms and members of the Bar who have expressed their commitment to diversity, those who have faced challenges in achieving this goal, as well as representatives and general counsels of corporations that have responded to client demands for diversity.

The Florida Bar held its third Annual Diversity Symposium on April 28, 2006 in Orlando at the Florida Agricultural & Mechanical University College of Law. Reflecting upon the progress that has been made since the inaugural symposium, the program's theme was titled "A Progress Report on Diversity in Florida's Legal Profession." The nine-hour symposium, which touched on all forms of diversity in the profession, was attended by 176 Bar members, law school faculty and students and others affiliated with the legal profession. The 19-member planning committee directly recruited and successfully identified 22 diverse and distinguished panelists. Representing the Bench, bar, law schools, law firms and corporations, panelists expressed their commitment to diversity and challenges they have faced in achieving this goal.

The Fourth Annual Diversity Symposium was held at Florida International University College of Law in Miami, Florida on April 12-13, 2007. Sponsored by the Equal Opportunities Law Section, the program provided opportunities to break out of comfort zones, hear different perspectives and meet new people. The symposium featured topics such as Overcoming Obstacles: Lawyers with Disabilities; How to Become a Judge: Experiences from Federal, State and Appellate Judges; Loss of Future Diversity: Declining Minority Enrollment and Low Bar Passage Rate; and Increasing Diversity in Corporate Law Offices and Law Firms: Techniques that Work. The Diversity Symposium requires no registration fees and wheelchair accessible transportation between the hotels and the event was provided at attendees at no cost.

The Fifth Annual Diversity Symposium was held on June 2008. A discussion on the inclusion of diverse individuals in the legal profession took center stage at The Florida Bar's 2008 Diversity Symposium at The Florida Bar's Annual Convention at the Boca Raton Resort & Club. "Diversity--Creating the Winning Edge," addressed the issue of law firms having legal teams that reflect Florida's diversity and culture--focusing on professionalism, ethics, and the rule of law. The three-hour symposium was sponsored in conjunction with the Bar's Equal Opportunities Law Section.

"Diversity is essential for success in Florida," explained Eugene Pettis, a member of The Florida Bar's Board of Governors and 2008 Diversity Symposium Planning Committee Chair. "The leadership of the Bar is

raising the profile of this issue to encourage law firms and businesses to tap into the legal excellence we have throughout the community. We're talking about inclusion of all sectors of our legal community, regardless of ethnicity, gender, religion, disability or sexual orientation."

Panelists included a member of the judiciary, major corporate counsel, and lawyers from various sectors of the Bar.

Since the 2006 Diversity Symposium, the planning committees have received an overflow of support from members of the Board of Governors, who willingly served as moderators for the panel discussions.

IV. Recommendation: Expand Mentor Programs

- Develop mentoring programs for Attorneys of Diversity to identify potential future Bar leadership and assist them in attaining leadership positions.

Status 2007 till present: *The Minority Bar Summit, sponsored by the Equal Opportunities Law Section, was held at the Bar's 2005 Midyear Meeting. The event provided information on the appointment process for Bar committees and the Board of Governors; the leadership track of running for the Board of Governors; diversity initiatives and creating opportunities; and reaching out through mentoring programs. Discussion centered on what minority bar members can do to become more involved in The Florida Bar as well as what minority bars expect from participating in the Bar. Similar programs are sponsored by voluntary bar associations and the YLD.*

V. Recommendation: Minority Bar President

- Undertake a commitment to have a minority Bar president within the next ten years.

Status 2009: For 2008-09, the Florida Bar Board of Governor's diversity numbers are as follows: 10 Females, 5 African-Americans, and 2 Hispanic-Americans.

VI. Recommendation: Access for Persons with Disabilities

- Ensure that all Bar meetings are fully accessible to people with mobility impairments; utilize sign language interpreters at all Bar seminars and sessions; utilize only facilities that fully comply with ADA standards; modify registration forms to include accommodation requests.

Status 2007: *In order to reduce barriers to participation for persons with disabilities, efforts have been made to ensure that meeting spaces are ADA compliant. Registration forms for Bar meetings and the Annual Diversity Symposium have a space for registrants to indicate accommodation requests.*

In May 2006, the Disability Independence Group, with assistance from The Florida Bar and Florida Bar Foundation, administered an on-line survey of Florida lawyers with disabilities. The purpose was to gather demographics information, analyze barriers for lawyers with disabilities in their profession, collect information on accommodations and technical assistance; and ultimately, create a forum for the exploration of issues, strategies and recommendations to enhance the participation of attorneys with disabilities in Florida's legal communities, in court and out of court. The final report was given to The Florida Bar Board of Governors and has been referred to the Bar's Member Outreach Committee for its review and recommendations.

Status 2009: All hotels contracted for Bar meetings must be ADA compliant, and fully accessible to those with mobility impairments. We continue to include a Special Needs section on our registration forms where Bar members can specify their accommodation &/or dietary restriction requests. Sign language interpreters continue to be provided upon request. Accommodations for the visually impaired are also available upon request. Registration forms for all Bar CLE programs have been modified to include a statement that reads:

Check here if you require special attention or services. Please attach a general description of your needs. We will contact you for further coordination.

An expense line item is also included in the CLE Budget to account for reasonable expenses associated with these types of requests. Some years there are no requests and other years there are. The Member Outreach Committee is considering the use of conference calls or other technology to increase attendance and participation at meetings. The use of conference calls not only assists persons with scheduling conflicts, but also is an accommodation to lawyers with disabilities that can not travel to locations of bar meetings.

VII. Recommendation: Bar Wide Diversity Survey

- Gather accurate and reliable statistical information on diversity in the Bar; determine what obstacles exist that prevent or discourage

minority lawyers from greater participation in all aspects of The Florida Bar; request that the leadership of the minority Bar associations assist in the completion of the surveys; coordinate survey completion and data collection with the Bar Leadership. The Diversity Affairs Officer would head this coordination.

Status 2007: *Immediately following the report of the 2004 Diversity in the Legal Profession, a survey was sent to those members of The Florida Bar who had not previously indicated their race or ethnicity. More than 30,000 surveys were mailed and 9,181 were returned. Currently, of those reporting, The Florida Bar has valid race information for over two-thirds of its membership.*

Further, members of minority bar associations were surveyed to determine how the Bar could help increase their involvement in the work and programs of The Florida Bar. A total of 2,400 surveys were sent out by the Bar to members of minority bars. Additionally, the Bar mailed 2,500 copies of the survey to eight bar associations that preferred to disseminate the survey themselves. A total of 665 surveys were returned. The survey was designed to examine participation in the Bar between different racial, ethnic, gender and age groups.

Status 2009:

Race and Gender Demographics for Members in Good Standing of The Florida Bar (MIGS active and inactive)

As of 2008-2009

Member Totals	Total	Males	Females	Male%	Female %	Total %
Total	84195	55420	28775	66	34	100
with race information	57858	37966	19892	45	24	69
no race information	26337	17454	8883	21	10	31

Members with valid race information	Total	Males	Females	Male %	Female %	Total %
White/Non Hispanic	49269	33461	15808	58	27	85
Hispanic	4985	2762	2223	5	4	9
African-American	1953	847	1106	1	2	3
American Indian/Alaskan Native	75	37	38	*	*	*
Asian/Pacific Islander	749	364	385	*	*	1
Other	827	495	332	*	*	1

Less than 1% with valid race information

VIII. Recommendation: Diversity Disciplinary Committees

- Solicit diverse participation in Bar discipline committees; create a plan to notify all members of The Florida Bar of discipline committee openings.

Status 2007 till present: *The Florida Bar continues to solicit diverse participation on discipline committees.*

IX. Recommendation: Diversity Web Page

- Include a diversity page on Bar's website; Include links to minority Bar associations.

Status 2007: *In the Member Services section of Florida Bar's Web site, a diversity page has been added (www.floridabar.org/diversity). The page includes the 2004 Diversity in Legal Profession Final Report and Recommendations, where individual portions of the report can be accessed as well as diversity related resources. There are links to minority voluntary bar associations from The Florida Bar's Web site.*

Status 2009: *The Florida Bar continues to publish its diversity and disability services on the web page.*

- Develop a diversity pledge for law firms.

Status 2007: *The Equal Opportunities Law Section has implemented a Statement of Principles that law firms, agencies, and businesses affirm, agree and support the principles of the Equal Opportunities Law Section.*

Status 2009: Recently, the Member Outreach Committee and the Equal Opportunities Law Section has analyzed the Statement of Principles to determine whether the statement needs to be updated to include Gender Identity, Sexual Orientation and Religion.

X. Recommendation: Diversity Resource Database

- Collect existing Bar diversity policies and studies in one place; publicize the existence of the database; create process for access to the database.

Status 2007: *The Member Outreach Coordinator collects articles, reports, statistics and other information about national, state and local bar diversity programs and maintains a database of these materials.*

Status 2009: In addition, the Florida Bar has posted and continues to develop a web site to provide information for members regarding providing

accommodations and modifications to lawyers, clients and law students with disabilities.

XI. Recommendation: The Florida Bar News

- Include more articles about the need for and benefits of diversity in the legal profession.

Status 2007: *The Florida Bar News frequently publishes articles related to diversity in all aspects of the legal profession.*

Status 2009: The Florida Bar News continues to frequently publish articles related to diversity in all aspects of the legal profession.

XII. Recommendation: Equal Opportunities Law Section

- A concern was raised that the Equal Opportunities and Public Interest Law sections may not always have enough members to maintain their existence under current rules.

Status 2007: *Neither section has requested a waiver of membership requirements or any rule changes to-date.*

Status 2009: While proponents for new sections must present a petition certifying that at least 1 percent of all TFB members in good standing have expressed an interest in joining a proposed section and paying dues, PILS and EOLS were grandfathered in when this language was drafted. While the Program Evaluation Committee encourages increased section membership, PILS and EOLS will not be reviewed for having a smaller membership than other sections of the Bar.

DIVERSITY IN THE JUDICIARY

Status 2007: *The Chief Justice issued Administrative Order SC07-12 on April 3, 2007, which mandates the development and implementation of local court diversity and sensitivity awareness programs throughout the state. The Diversity Training Subcommittee of the Supreme Court is developing innovative ideas to make such training experiential as well as educational. The subcommittee is currently exploring various methods of delivering formal diversity training to all judges as well as to court staff throughout the state. Online courses, as well as in-person, "live" seminars and conferences are among the delivery mechanism being considered for education. Each circuit and appellate district in Florida shall complete at least one formal training session by December, 2007. The Henry Latimer Center for Professionalism and other Certified Diversity Trainers have modified this workshop for presentation in Florida courts. It is being*

utilized by the courts to comply with an order from the Chief Justice regarding diversity training for all Florida courts.

The Chief Justice created the Standing Committee on Fairness and Diversity by Administrative Order in November 2004. The committee was established to advance the State Courts System's efforts to eliminate from court operations inappropriate bias based on race, gender, ethnicity, age, disability, or socioeconomic status. Since its inception, the Standing Committee has been making steady progress toward fulfilling each aspect of its charge.

The Florida Supreme Court has recognized the acute need to make all court facilities in this state accessible to persons with disabilities. Working toward this mandate, the Court Accessibility Subcommittee has an ambitious plan of action. The subcommittee has developed a detailed survey instrument, with the technical assistance of an architect and other professionals who have donated their time and expertise.

Facility accessibility issues in the Florida courts are complex. Courts across the state are engaged in the survey. The surveys are an enormous undertaking that require a substantial allocation of court and county resources to accomplish. Upon the completion of the surveys, each court will develop updated transition plans. Implementation of the transition plans will occur on an ongoing and long-term basis.

During the 2006 session, the Florida Legislature enacted a law that requires state government entities to adhere to the standards set forth in Section 508 of the Federal Rehabilitation Act. Sections 282.601 through 282.606, Florida Statutes, require the judicial branch to ensure that electronic information and technology are accessible to persons with disabilities. These requirements extend to word processing documents, spreadsheet files, and PDFs, as well as web pages, PowerPoint presentations, videos, audio files, software applications, computer hardware, and self-contained closed products such as telephones, faxes and copy machines. The law became effective July 1, 2006, and applies prospectively to electronic information or information technology developed, competitively procured, maintained, or used by state entities on or after that date. No funding was provided to support implementation of this important legislation. Furthermore, those with technology expertise advise that in some instances the aspirations of the law exceed the current state of technology. Nevertheless, the Florida courts are earnestly working to ensure access to electronic information and technologies.

Status 2009: In the summer of 2008, The Court Accessibility Subcommittee of the Supreme Court's Standing Committee on Fairness and Diversity completed a survey for ADA compliance of more than 140

state court facilities in Florida. While conducting the survey, various issues were identified with many being corrected promptly. The effort raised ADA awareness and increased compliance throughout the state.

Former Chief Justice R. Fred Lewis who spearheaded this ADA effort said, "During the court accessibility initiative — and due in large part to the leadership of the chief judges, court administrators, and ADA coordinators — the courts built a coalition of the judiciary, counties, clerks of court, the disability community, and others. This dynamic assemblage of Floridians successfully engaged in a collaborative, non-adversarial initiative to improve the accessibility of court facilities across the state."

In August of 2008, the state court system's work to accommodate those with disabilities was recognized when about 100 people gathered at the top of the Capitol in Tallahassee recently to celebrate the 18th anniversary of the Americans with Disabilities Act.

As part of the festivities, the Agency for Persons with Disabilities presented certificates to the court system and two other organizations that are committed to the spirit of the ADA. Florida Supreme Court Chief Justice Peggy Quince accepted the award on behalf of the court system.

I. Recommendation: Education on Election Process

- The Bar should fund seminars to be organized by the Equal Opportunities Law Section, which should be aimed at educating minorities and minority bar leaders on the intricacies of the process. The seminars would provide information on fundraising and campaign management as well as applications to the JNC.

Status 2007 till present: *Some minority voluntary bars have held seminars focusing on the judicial election process.*

II. Recommendations: Encouraging Support

- Encourage leaders of minority Bar associations to support qualified diverse candidates from their associations.

Status 2007 till present: *The Florida Bar continuously works with minority voluntary bars to recruit JNC applicants. For example, some minority bars through their judicial committees, encourage members to apply to the JNCs, recruit local members to attend JNC interviews and write letters of recommendation to the Governor.*

III. Recommendation: JNC Applicants

- Increase the number of minority applicants to the JNC; have contact between the Bar and the minority voluntary Bar association leaders to show the Bar's commitment to diversity.

Status 2007: *The Florida Bar continuously works with minority voluntary bars to recruit JNC applicants.*

Status 2009: All press releases advertising vacancies on JNCs are sent to all voluntary bars.

IV. Recommendation: Board of Governors Support

- Meet with local minority Bar organizations about upcoming openings in both the elected and appointed seats in each judicial circuit; encourage diverse attorneys to apply for and/or run for these openings.

Status 2007 till present: *The Florida Bar continuously works with minority voluntary bars to recruit JNC applicants.*

V. Recommendation: Revision of JNC Application

- Revise the application for judicial appointment to mirror that of the Governor's application.

Status 2007 till present: *There is now a single application for judicial appointment.*

VI. Recommendation: Financial Disclosure Education

- Provide a more detailed description of the financial disclosure requirement when advertising vacancies.

Status 2007: *Specific action has not been taken on this recommendation.*

Status 2009: Financial disclosure is required under the Florida Ethics Laws. Whether you are applying to sit on a JNC or have been appointed or elected to a judgeship, you must file the Limited Financial Disclosure form each year. (see www.ethics.state.fl.us)

VII. Recommendation: Statement to the Governor

- Communicate with the Governor the interest and commitment of

the Florida Bar in seeing qualified diverse appointments to open judicial seats.

Status 2007 till present: *The Florida Bar President meets with the Governor annually to discuss judicial appointments and other matters of interest to the profession.*

VIII. Recommendation: JNC Education

- Educate the JNC of the importance of the diversity of community in which they sit.

Status 2007: *Specific action has not been taken on this recommendation.*

Status 2009: Educational training for new JNC Commissioners must be scheduled within the first 12 months of appointment. Training shall include segments regarding interviewing techniques and diversity sensitivity.

IX. Recommendation: Minority Leadership Summit

- The Bar should fund a Minority Leadership Summit to be organized by the Equal Opportunity Law Section with the goal of facilitating contacts between minorities and members of the Bar and JNC Committee members. This seminar may include insight from Bar leaders and JNC members on how to run a successful campaign and the appointment process.

Status: *A minority leadership summit was discussed by the Special Committee to Study the Diversity Symposium.*