Diversity, Equity and Inclusion Task Force (DEITF) Priorities Statement 2021 - 2022

Context

ILTA has defined diversity as celebrating the differences that exist among people and the unique combination of differences that makes us who we are and affects how we experience life. In adopting this definition, ILTA understands that myriad opportunities to improve and enhance diversity, equity, and inclusion exist throughout the ILTA community; trying to address all at once would be impossible.

As one of its first tasks, the DEITF conducted a Climate Survey in 2020 hoping to identify any groups that feel excluded or marginalized within the ILTA community. The survey revealed that ILTAns care about many aspects that make us diverse, including, age, neuro diversity, veteran status, work role, and type of workplace. But, no group emerged as feeling significantly more marginalized or less welcomed.

Though heartened by these results, the DEITF recognizes that the survey may not tell the whole story: as with most surveys, the low number of participants reflects a small portion of the community. So, in determining which aspects of diversity and groups to focus on initially, the DEITF looked at many additional factors, including:

• what is going on in the legal technology industry and countries and communities where our members work and live,
• the DEI priorities our Member Entities and Business Partners have set for themselves,
• statistics regarding the composition of ILTA’s volunteer corps and the volunteer (particularly leadership) roles individuals hold, and
• anecdotal experiences shared by ILTA members.

2021 – 2022 Priorities

Based on this additional information, the DEITF has determined that ILTA’s DEI efforts should focus on the following communities’ needs for the remainder of 2021 and 2022:

• Differently Abled
• LGBTQ+ Status (including gender identity)
• Race/Ethnicity
• Sex

Approach

In setting these initial priorities, the DEITF seeks to make the broadest impact given its limited resources and makes no statement about the needs of one group as compared with others. The DEITF will re-evaluate priorities at a minimum annually and adjust areas of focus as ILTA changes and learns more from our efforts. ILTA needs to be flexible and respond to external and internal events that may warrant shifting priorities rapidly. ILTA will also engage in activities to gain a deeper understanding of the ILTA community’s feelings of inclusiveness and equitable treatment throughout the year.