

Ad Hoc Diversity Committee

REPORT PREPARED FOR THE JUNE 8, 2013 COUNCIL MEETING

1. Next Scheduled Meeting of the Committee.

The next scheduled meeting of the Committee is Wednesday, June 19, 2013, 4:00 p.m. – 5:00 p.m.; the meeting will be held via conference call.

The toll-free dial in number is 1-866-906-0123, the pass code is 5942092.

2. Council Approval.

There is nothing at this time requiring council approval.

3. Membership.

Current membership includes; Julia Dale, Michael Khoury, Doug Toering and Natalie Qandah. The committee remains welcome to new members.

4. Accomplishments Toward Committee Objectives.

On April 29, 2013, I attended (on behalf of the Chair, Marguerite Donahue) the State Bar of Michigan 4th Annual Justice Initiatives summit. The topic of the summit was “Why did I do that? The science behind our decisions” and featured national expert, Kimberly Papillon.

The summit included representatives of bar associations, the court system, law firms, and justice community non-profit professionals. The event consisted of presentations, breakout sessions and a closing plenary session.

I participated in a breakout session made-up of other section leaders as well as the executive leadership of the State bar. Together, we spent a significant amount of time discussing how decision making processes might be unintentionally clouded, what can be done to improve diversity in our membership and leadership groups and how we might expand professional advancement opportunities. The conversation was thoughtful and provoking.

There were approximately sixty-five people in attendance, including six judges and representatives from 9 of the larger law firms within the State. Attendees will receive additional resources for follow-up over the next several months; I plan to share these resources with the Council.

However, in the meantime, if you are interested in exploring how unintentional bias impacts the decisions you make, I would suggest taking the Implicit

Association Test (IAT) developed by Project Implicit. The project offers 12 different tests; it is recommended that participants take at least 3.

The tests may be found online at: <https://implicit.harvard.edu/implicit/>

5. Meetings and Programs.

Plans for future programming will be discussed at the next committee meeting.

6. Publications.

The summary for the 4th Annual Justice Initiative Summary may be found on the State Bar website at:

http://www.michbar.org/programs/ATJ/pdfs/JIsummit_April13.pdf

7. Methods of Monitoring Legislative/Judicial/Administrative Developments and Recommended Action

The committee monitors related legislation via the legislature's notification system.

8. Miscellaneous.

None