



WSBA

BOG DIVERSITY COMMITTEE

CLE Diversity Policy

To further the guiding principle to advance and promote diversity, equality, and cultural understanding throughout the legal profession and to reflect the changing face of our profession, and to provide the highest quality continuing legal education, the WSBA CLE leadership commits to make diversity of faculty a priority.

CLE Director and the Diversity Program Manager shall track diversity of faculty for each CLE. Faculty will be asked to voluntarily provide their demographic information for the purposes of increasing the diversity of faculty along with the assurance of anonymity. The information gathered for purposes of internal tracking will be kept confidential. This information will be utilized to assess diversity goals in the various types of CLE Programs.

CLE Director and the Diversity Program Manager shall prepare an annual report to be submitted to the Board of Governors regarding panel composition as it pertains to diversity goals. In preparing the report, the data will be used in the aggregate and will originate from the voluntary, anonymous demographic information provided by the faculty.

CLE, with the help of the Diversity Program Manager, shall develop a database of diverse CLE faculty. When assistance is needed to identify diverse faculty, CLE shall coordinate with the Diversity Program Manager, the BOG Diversity Committee and the WSBA Committee for Diversity to identify appropriate faculty.

CLE shall conduct an annual training each spring for CLE faculty and encourage diverse lawyer members to participate.

Consistent with providing the highest quality continuing legal education, CLE shall establish a goal of having at least 30% of CLE faculty on each CLE as being from diverse backgrounds.

CLE Committee Chair and CLE Department Director shall meet annually with the BOG Diversity Committee and Diversity Program Manager to discuss strategies to increase the diversity of program faculty.

CLE shall establish a policy to address complaints about offensive remarks by faculty to ensure the conduct is corrected immediately. CLE shall coordinate complaints addressed in the CLE evaluation forms, or otherwise, regarding violations of this policy or the WSBA diversity definition, policies and/or Guiding Principles with the Diversity Program Manager.

This policy shall be interpreted in conformance with the WSBA Diversity definition, policies and guiding principles.

Approved at April 23-24, 2010 Board of Governors Meeting