

Diversity, Equity and Inclusion Resources

Quick Wins – Strategies that can be planned and implemented in a short amount of time.

[AABANY Trial Reenactments](#) – Asian American Bar Association of New York. The AABANY Trial Reenactment team has brought to life nine important cases from Asian American history that had a significant impact on law and society – touching on themes such as race, discrimination, loyalty, human and civil rights, and the struggle for justice against bigotry, government persecution, and public opposition. Transcripts and documents from the National Archives, court records, and attorneys’ files are culled through then condensed into a one-hour script that includes key portions of the transcripts and added narration to unify the different pieces into a cohesive and compelling story. The scripts are available to present free of charge in your community so that you can relive and learn about parts of American history that have too often been overlooked, ignored, or forgotten. Typically after the presentation of the reenactment, a panel engages in substantive dialogue.

[Diversity Checklist for Law firms](#), Contra Costa County Bar Association. An award recognition program for solo, small, midsize and large firms. In order to qualify for an award a law firm must demonstrate its commitment to diversity education within the office, external and internal diversity efforts and recruitment and retention of diverse attorneys. The application includes a list of about 100 different diversity and inclusion activities to choose from.

[How to be an Ally Toolkit](#), American Bar Association. This is a three-hour program that is basically “out of the box” ready for use for staff. The Ally Toolkit includes training centered around helping employees of law firms and legal departments to become better allies towards LGBT individuals. It provides an overview of LGBTQ terms, best practices for employers, roleplaying scenarios, and discussion questions.

[\(Re\) Invigorating Identity Month Celebrations](#), Dr. Arin N. Reeves. An in-depth look at how to celebrate identity, history and current progress in the context of what excites, engages and energizes people in today’s 21st century workforce.

[Tip of the Month](#), Center for Legal Inclusiveness. This webpage is made up of short “sections” dedicated to various diversity and inclusion tips. Each section includes a very brief summary/analysis of the topic with links to short videos or articles from well-known publications. Good source of daily or weekly links to help keep diversity and inclusion front and center.

[21-Day Racial Equity Habit Building Challenge](#), America & Moore. This is a personal challenge designed to further an individual’s understanding of power, privilege, supremacy, oppression & equity. The Challenge could be done individually or promoted as an organization-wide or small group initiative. It includes lists of resources such as books, podcasts, and videos of varying lengths.

Moderate Commitment – Strategies that require moderate time and effort.

[Bias Interrupters](#) – American Bar Association and Minority Corporate Counsel Association. Includes 2 toolkits, one for law firms and one for in house departments with information on how to interrupt bias in hiring, assignments, performance evaluation, compensation and sponsorship.

Includes worksheets. From the [You Can't Change What You Don't See: Interrupting Racial and Gender Bias in the Legal Profession](#) research report.

[Challenge Disparity, Build Equity](#), (pandemic specific program) Bar Association of Erie County. This program pledges to identify and address disparity involving women attorneys and attorneys of color within their own network. This program educates members on how the pandemic has specifically affected women lawyers, law students of color and lawyers of color.

[Guided Conversations Toolkit](#), American Bar Association. This Tool Kit is a comprehensive planning guide for women in the profession to host a Guided Conversations program about women in the profession. The program is intended to improve conversations about gender, race, and ethnicity so that all women can work together in combating the barriers to advancement in the legal profession. This guide provides resources for programs ranging from one hour to an hour and a half or longer.

[Managing Partner & Attorney Toolkits: Fostering a Diverse and Inclusive Work Environment](#), New York City Bar. This eight-page guide for managing partners to develop and implement better D&I strategies in their firm contains many high-level tasks and best-practices aimed at firm leaders. A succinct, well-outlined document with many resources and tips.

[Our Voices Podcast](#), Colorado Bar Association. Podcasts are an up close and personal connection to diverse perspectives across the legal landscape. *Our Voices* highlights the pathways of guests from all areas of the legal community as they examine Who they were, Who they are, and Who they think they will be in the future.

[Zero Tolerance: Best Practices for Combating Sex-Based Harassment in the Legal Profession](#), American Bar Association. This Tool Kit educates women lawyers and law firms on the signs and symptoms of an unhealthy work environment and best practices to correct it. The Tool Kit provides all resources needed to plan and promote the program at law schools, law firms and bar associations.

Strategic Planning Projects – Strategies that take longer and require greater levels of effort.

[Action Plan for Diversity, Equity & Inclusion](#), Federal Bar Association. Very detailed plan may be useful for organizations in formulating D&I plans. Plan includes sections dedicated to the need/reason for the plan, the commitment needed to the plan, the implementation of the plan and a section encouraging collaboration with other organizations having the same or similar goals and objectives.

[Diversity Best Practices Guide](#), National Association of Law Placement. Compilation of diversity, equity and inclusion best practices to assist legal employers aiming to craft plans that best fit their organizational culture and goals.

[Diversity Equity and Inclusion Plan](#), ABA Young Lawyers Division. If your organization is looking for a blueprint to building D&I, this will give you everything you need from examples of strategic goals to annual program ideas.

[Diversity and Inclusion Toolkit](#), Minnesota State Bar Association. This Tool Kit provides instructions and logistics for Bar Sections and Committees looking to implement an on-going Diversity Plan. A step-by-step guide, this tool kit will assist with defining key roles, recruiting, coordinating and promoting events, and identifying goals.

[Diversity and Inclusion Plan and Checklist](#), New Jersey Bar Association. Provides a roadmap for sustainable and longstanding diversity consciousness and meaningful inclusion. This is an outline for executing your organizations D&I plan and a checklist of things to include.

[Equity Education Series](#), Ohio State Bar Association. Contains ongoing and regular CLE programs as well as smaller-group Safe Space Dialogues where members can engage in facilitated discussions with legal professionals on topics surrounding race and equity.

[Mansfield Rule](#), Diversity Lab. Certification process for law firms and legal departments that demonstrate year-long progress in increasing diversity in recruitment and leadership decisions.

[Section Diversity Plan Toolkit](#), California Lawyers Association. Checklist for Bar association sections to increase diversity in programs and leadership.

[Washington Race Equity Toolkit](#), Just Lead Washington. Designed to help organizations, particularly equity and justice-oriented legal organizations, understand and incorporate race equity into their work. The Toolkit provides an assessment tool that organizations can use to assess and advance their practices, policies, and culture in order to operationalize race equity and support the development of organizational equity plans

American Bar Association Resources

[Diversity Equity and Inclusion Resources](#) – Includes bar association diversity plans, toolkits, initiatives, statements, policies and many other resources addressing diversity, equity and inclusion.

[Race Equity in the Judicial System](#) - Clearinghouse of ABA-related information and resources for attorneys, the legal profession and the public on a wealth of issues addressing bias, racism and prejudice in the justice system and society.