



STATE BAR INTERNAL DIVERSITY,
EQUITY, AND INCLUSION (DEI)
Strategic Plan

WE ARE THE STATE BAR!

clarity excellence growth mindset respect
growth respect investing in our people growth investing in our people
mindset
excellence growth mindset WE ARE growth mindset
investing in our people
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Our DEI Journey

The State Bar of California's mission is to protect the public and includes the primary functions of licensing, regulation, and discipline of attorneys; the advancement of the ethical and competent practice of law; and support of efforts for greater access to, and inclusion in, the legal system.

2019 was the first year that the State Bar Strategic Plan reflected explicit DEI objectives. The initial focus was primarily on key areas of external influence, specifically, the pipeline into the legal profession, and retention and advancement in the profession. This focus has expanded to include inward goals. Notably, the State Bar's 2022–2027 Strategic Plan includes this statement: "As a foundational principle, the State Bar is committed to advancing diversity, equity, and inclusion with respect to both its own operations and profession itself."

2018	2021	2022	2023
Launched the Neuroscience of Decision-Making training: <ul style="list-style-type: none"> • General session for all employees • Additional session for employees in the discipline system 	Launched required Unconscious Bias training for all employees	Expanded DEI Strategic Plan from 2019 to include internal operations	Apply for the State Bar DEI Seal
	Created internal page for DEI resources	Continued to manage: <ul style="list-style-type: none"> • Expanded DEI Speaker Series • Facilitate DEI Discussions • Expanded DEI resources 	Expand implicit bias training for decision-makers in the discipline process
	Launched DEI Speaker Series		Create an internal DEI Strategic Plan
	Launched DEI Discussion Series		Conduct a procurement disparities study
			Determine the need to establish an Equal Employment Opportunity (EEO) office
			Begin discussion with contracted law firms for routine reporting about their efforts around and commitment to DEI
			Revise investment policy to reflect DEI and social responsibility goals and standards

Though the State Bar began its internal DEI journey in 2018, the events of 2020 created a paradigm shift. The calls for racial justice in the wake of the murder of George Floyd and the onset of the COVID-19 pandemic created a greater sense of urgency and context for the State Bar's work.

The State Bar's Internal DEI Strategic Plan reflects the next step in our efforts to institutionalize DEI actions into our existing policies, processes, and everyday actions.

State Bar Internal DEI Statement

Vision

We are a diverse, equitable, and inclusive workplace where all of our employees and prospective employees experience fairness, dignity, and respect.



Areas of Focus and Internal DEI Goals

People

Goal 1: The State Bar's workforce reflects the diversity of the people of California at all levels in the organization.

The more the people of California are reflected in our workforce, the better we can serve them authentically. When our employees see that the State Bar culture supports their professional development and advancement, they can contribute freely, and take pride in our organization.

Goal 1.1 – Recruit diverse, qualified applicants for all State Bar positions.

- Actively post open positions at the Analyst level and above with organizations, associations, and job boards whose members are from underrepresented groups.
- Review job descriptions and postings to eliminate gender bias.

Goal 1.2 – Build policies, programs, and processes to ensure that promotional and developmental opportunities are accessible and equitable at all levels of the agency.

- Explain DEI's importance during new hire onboarding to help increase voluntary demographic data entry.
- Provide an overview of career development opportunities within the State Bar to all new hires.
- Include information about promotional programs and career development opportunities in supervisor and manager training.
- Rate supervisor performance around providing development opportunities for their team members.
- Establish an Equal Employment Opportunity (EEO) office.

Culture

Goal 2: The State Bar cultivates a culture of inclusion and belonging. Our culture is built on our values, which inform how we meet our mission of public protection.

We lead with respect and a growth mindset to actively seek ways to incorporate diverse perspectives in our interactions and decision-making. Creating a culture where people feel they belong inspires collaboration and innovation and helps us to effectively advance our mission of public protection.



Goal 2.1 – Provide ongoing DEI programming and training to cultivate an inclusive workplace.

- Using various delivery methods, design and facilitate DEI programming that contributes to a welcoming, inclusive, and fair work environment.
- Implement and monitor an annual DEI training requirement for all employees.

Goal 2.2 – Seek employee feedback around the State Bar's DEI efforts through the employee life cycle.

- In the employee survey, conducted at least once a year, include questions about the State Bar's DEI efforts, and employee belonging.
- In the stay and exit interviews, include questions about inclusion and belonging.

Goal 2.3 – Within one year of committing to the State Bar DEI Leadership Program, complete the requirements to attain the gold standard.

Sustainment

Goal 3: The State Bar builds DEI into programs and systems and regularly uses data to monitor and evaluate their efficacy.

We know that DEI is a journey and not a destination. We collect data and evaluate results to hold ourselves accountable for making systemic DEI progress.

Goal 3.1 – Collect data to measure the current state and analyze trends and progress.

- Collect applicant demographic data throughout the application/hiring pipeline.
- Create a dashboard to capture employee demographics by gender, ethnicity, and race.
- Create a dashboard to measure turnover and promotion by gender, ethnicity, race, employee group, tenure, and division.
- Collect demographic data around employee development assignments and mobility, including Training & Development assignments and "Acting" assignments.
- At least once a year, analyze the data collected for year-over-year changes, and trends and compare against industry benchmarks.
- Develop a plan to mitigate any identified gaps in recruitment or employee mobility and retention, if applicable.

Goal 3.2 – Build DEI aspects into policies, programs, and systems to ensure that our programs and initiatives are sustainable and become part of the standard process.

- Create and implement an annual DEI Strategic Plan.
- Add belonging and inclusion as criteria for performance evaluations to evaluate overall supervisor performance.
- Add belonging and inclusion factors to executive performance evaluations.
- Complete a procurement disparities study.
- Begin discussions with contracted law firms for routine reporting about their efforts around and commitment to DEI.
- Revise investment policy to reflect DEI and social responsibility goals and standards.

Goal 3.3 – Involve employees as participants and responsible agents of the State Bar's DEI work.

- At least once a year, ask for employee feedback on past and future DEI programming.
- Regularly communicate the State Bar's DEI actions and progress toward DEI goals.