

OUR PROPOSED STATEMENT

The Durham Bar organizations, and the joint board of directors which governs them are committed to a diverse, inclusive, and equitable environment where all board members, staff, volunteers, and members feel respected, welcome, included and valued regardless of sex, gender, age, race, ethnicity, national origin, sexual orientation or identity, disability, education, or any other bias.

We are committed to being nondiscriminatory and intentionally providing equal opportunities for employment, volunteering, and advancement in all areas of our work. We respect the value that diverse life experiences bring to our board and leadership, and we strive to listen to their views and give them value. We are committed to modeling diversity, inclusion, and equity and maintaining fair and equal treatment for all.

We recognize that racial inequity exists across systems and institutions and it will require systemic interventions and training to change thinking, reduce disparities, and improve outcomes for all populations.

To this end, we pledge to continuously examine policies, practices, and procedures through a racial equity lens, and facilitate diversity in hiring, retention, and career development within our board and organization. We recognize that achieving diversity and equity requires our commitment to an ongoing process.

OUR PROPOSED PLAN

GOAL 1	Widely disseminate the Diversity and Racial Equity Statement and Plan within the Durham legal community, and publicly when appropriate.
Strategy 1	Disseminate the Diversity and Racial Equity Statement and Plan after adoption, with a cover letter or email from the Durham Bar Board to all of its members. Disseminate to all new members when they join.
Strategy 2	Continuous dissemination of the Diversity and Racial Equity Statement and Plan through the Durham Bar organizations website.
Strategy 3	Reference to the Diversity and Racial Equity Statement and Plan in all pertinent materials.
GOAL 2	Promote and track diversity and inclusion within the Durham Bar leadership, including the Board, Staff (if expansion occurs - currently 1 employee), Committee Chairs, and Members.
Strategy 1	Ensure diversity and inclusion (the act of intentionally inviting) in Durham Bar Board seats and positions. Account for the experiences, identities, and skills of

Adopted DEI Statement

	current board members by creating and completing a board member survey to identify where diversity and inclusion must be strengthened.
Strategy 2	Include racial equity training for Durham Bar Board members, committee members, and the overall membership.
Strategy 3	Create and utilize a resource of best practices in recruiting Board and Committee member candidates.

GOAL 3	Promote diversity, racial equity, and inclusion in CLE and other programming, both live and virtual.
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Strategy 1	Educate program presenters and participants on the value of diversity, equity, and inclusion.
Strategy 2	Implement strategic actions to improve diversity and inclusion among program presenters, moderators, and participants.
Strategy 3	Provide a copy of the Durham Bar Diversity and Racial Equity Statement in all CLE and other program materials.
Strategy 4	Ensure program content appeals to diverse communities, interests, practice areas and our membership as a whole.
Strategy 5	Explore partnering or co-sponsoring opportunities with other organizations and individuals that can contribute to diversity.
Strategy 6	Ensure program venues and materials are accessible to participants with disabilities.
Strategy 7	Use program locations and venues, as well as social media, to enhance opportunities for participation by diverse lawyers (e.g., locations that may minimize cost barriers; venues that may increase diverse community participation, like HBCU law schools and affinity bar association locations; and social networking sites that may increase marketing efforts to diverse communities).
Strategy 8	Promote diversity, racial equity, and inclusion in planning and award nominations. Promote diversity, racial equity, and inclusion in award recipients.