

PILLAR 1

BUILDING: A LEADERSHIP PIPELINE

GOAL 1 Make leadership appointment process transparent, simple, and encouraging

STRATEGY 1 Consistent nominating committee and appointment procedures each year

STRATEGY 2 Year-round communication and promoting of leadership opportunities and leadership application process

GOAL 2 Build a Pool of diverse candidates for leadership positions

STRATEGY 1 Partner with internal and external stakeholders to identify diverse candidates

STRATEGY 2 Implement ACTNOW Initiative (Appointing Critical Talent NOW)

STRATEGY 3 Increase the number of diverse leaders so CBA/DBA leadership reflects the diversity of the profession in Colorado

GOAL 3 CBA/DBA Diversity Committee is engaged in the leadership appointment and nomination process

STRATEGY 1 Influence decision makers making appointments

STRATEGY 2 Help promote unknown diverse candidates to break barrier of known candidates getting appointment priority

PILLAR 2

MESSAGING: PROMOTING & OUTREACH

GOAL 1 Create and maintain a robust diversity & inclusivity web page

STRATEGY 1 Create a prominent and simple web interface

STRATEGY 2 Keep webpage relevant, updated and dynamic

GOAL 2 Create innovative messaging strategies to promote D/I/E across all platforms

STRATEGY 1 Embrace new strategies around messaging and education

STRATEGY 2 Incorporate a diversity/inclusion/equity section in CBA/DBA print publications

STRATEGY 3 Promote D/I/E in online platforms including social media and communities

STRATEGY 4 Encourage bar leaders promote D/I/E at live events including meetings, events, summits, local bar visits

STRATEGY 5 Create a mechanism to acknowledge, listen to and respond to criticism and negative feedback

PILLAR 3

IMPLEMENTING: TOOLS TO SUCCEED

GOAL 1 Generate organizational wide engagement in achieving D/I/E goals

STRATEGY 1 Create champions and ambassadors within each governing body

GOAL 2 Educate leaders, governing bodies and decision makers around D/I/E issues

STRATEGY 1 Offer ongoing CLE/education/programming/training throughout the year

STRATEGY 2 Ensure the CBA/DBA Joint Diversity and Inclusivity Steering Committee stays educated on current trends and innovative ideas

GOAL 3 Solidify new policies and procedures where needed to achieve D/I/E goals

STRATEGY 1 Draft and have CBA EC and DBA Bot approve new policies and procedures

GOAL 4 More robust and consistent engagement with Diversity Bar Associations

STRATEGY 1 Increase the number CBA/DBA leaders who attend diversity bar events and meetings

STRATEGY 2 Design joint social and networking events with diversity bars and CBA/DBA sections, committees, leadership, and other internal stakeholders

PILLAR 4

ACCOUNTBILITY: TRANSPARANCY, MEASURING & REPORTING PROGRESS

GOAL 1 Introduce organizational wide accountability and responsibility in achieving CBA/CBA D/I/E goals

STRATEGY 1 Bar leaders throughout all the nooks and crannies of the CBA/DBA are responsible for achieving D/I/E goals

GOAL 2 Determine demographic baseline for CBA/DBA governing body leadership positions and track and report progress

STRATEGY 1 Survey members of governance nooks and crannies to determine demographic baseline pursuant to the Refocus 20/202 Strategic Plan goal to, "track and report on diversity at all levels Compare data when possible."

GOAL 3 Track and report progress achieving D/I/E goals

STRATEGY 1 Create transparent and consistent reporting to CBA/DBA governing bodies on progress achieving D/I/E goals

GOAL 4 Collect feedback from members serving on governing bodies about their experience and perception whether the governing body promoted a d/i/e environment

STRATEGY 1 Survey members of governing bodies asking questions targeted at gathering feedback around inclusivity, engagement, satisfaction, and perceptions

STRATEGY 2 Create process for members and leaders of governing bodies to report in real time issues around non-inclusive behavior accompanied by a mechanism to address problems.

GOAL 5 Make CBA/DBA Joint D&I Steering Committee a standing committee

STRATEGY 1 Solidify members, representatives, succession, terms as committee moves forward

STRATEGY 2 Consider use of working groups to implement D/I/E goals