



DEI & MCBA

The Path Forward

Agenda

- Diversity, Equity & Inclusion Defined
- Diversity in the U.S. & Legal Profession
- Best Practices, Implementation Strategies & Resources
- Panel Discussion



What is DEI?

- **Diversity**: Diversity encompasses a wide variety of demographic factors and experiences including national origin, religion, race, ability, gender, income level, sexual orientation, and parental status.
- **Equity**: Equity is not the same as equality, which focuses on guaranteeing the same resources or opportunities. Equity recognizes that each person has different circumstances and strives for an equal outcome.
- **Inclusion**: The practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized.

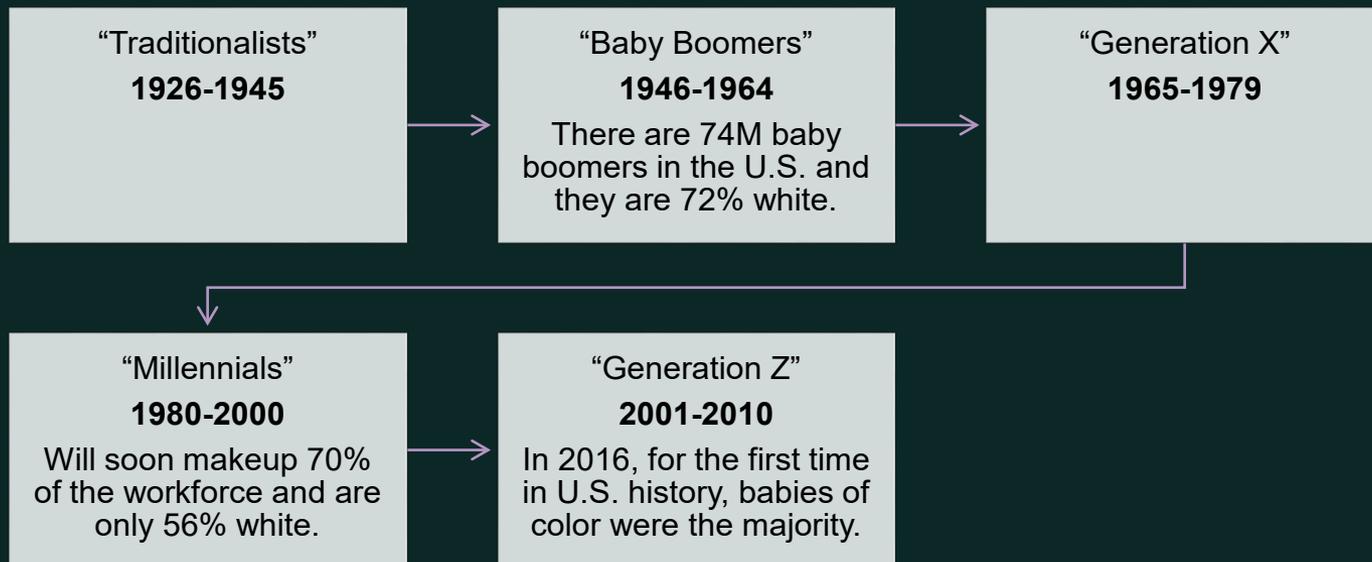




In diversity there
is beauty and there
is strength.

Maya Angelou

Five Generations in the U.S. Workplace





ABA Model Diversity Survey

Why support diversity?

- More and better talent
- Better understanding of and attraction of clients
- Better decision-making, innovation, and creativity
- More engaged and productive teams

Findings

- The legal profession is not keeping up with the overall diversity of the U.S. population.
- In-house counsel senior leadership has had greater increase in diversity than law firms (which have had little to no increase at the senior levels).

Statistics

- Women are more than half the population and law school graduates, but account for only 35% of attorneys.
- Blacks and Latinos are 1/3 of the population, but just 10 percent of attorneys and only 5.6% of equity partners.



MCBA Diversity Statistics

Eleventh Judicial Circuit

- The Eleventh Judicial Circuit has 21 judges (11 Circuit, 10 Associate)
- 24% are women (the statewide average for circuits is 32%)
- <5% people of color
- No individuals who identify as LGBT+

McLean County Bar Association

- There has been no formal survey of the demographics of MCBA members.
- McLean County (source: U.S. Census)
 - 171,517 residents
 - 83.7% white
 - 51.5% women



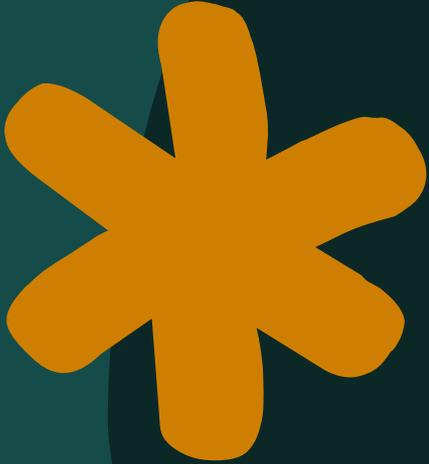
April 20, 2021

The way to
get started is to
quit talking and
begin doing.

Walt Disney

DEI & MCBA: The Path Forward





Best Practices

- Understand and write down your goals.
- One size diversity programs do not fit all organizational needs.
- Be realistic about what people want out of your diversity program.
- Emphasize problem-solving skills.
- Diversity programs are not, have never been, and will never be enough.

Steps to Implement DEI Practices





The Supreme Court Commission on Professionalism

- The mission of the Supreme Court Commission on Professionalism (also known as 2Civility) is *“to promote a culture of civility and inclusion, in which Illinois lawyers and judges embody the ideals of the legal profession in service to the administration of justice in our democratic society.”*
- The commission is supported by 15 commissioners and a team of professional staff and provides training and CLE throughout the state of Illinois.
 - www.2civility.org
 - @2CivilityOrg





Summary

The legal profession has work to do to fully reflect the diversity of the people that we serve.

In order to make progress, we must first understand the scope of the problem and then develop actionable plans to improve diversity and inclusion in the legal profession.





Panelists



John
Kim
2Civility



Carla Barnes
Circuit Judge



Pablo Eves
Associate Judge



Adrian
Barr
PSLS

Thank You

Additional Resources:

www.2civility.org

@2CivilityOrg



THE
FUTURE
IS NOW
LEGAL SERVICES

April 27-29, 2021
5.25 hours of Professionalism CLE
Three tracks: Future, Wellbeing, DEI
Register: thefutureisnow.2civility.org