

NEW YORK STATE BAR ASSOCIATION



NYSBA

DIVERSITY REPORT CARD

Fall 2015

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SIXTH EDITION, 2015

JANUARY 2016
COMMITTEE ON DIVERSITY AND
INCLUSION

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I. INTRODUCTION

The New York State Bar Association continues its commitment to enhancing diversity at every level of participation. The Association strives to reflect the diversity of our profession and our society within its membership, leadership, program involvement and outreach to the community at large.¹ This Sixth Edition of the Diversity Report Card reveals that while the Association and its Sections have made significant strides since the initial survey in 2005,

¹ The objectives of the Committee on Diversity and Inclusion, supported by the New York State Bar Association, are to promote and advance the full and equal participation of attorneys of color and other diverse attorneys in the New York State Bar Association and in all sectors and at every level of the legal profession through research, education, fostering involvement and leadership development in NYSBA and other professional activities, and to promote knowledge of and respect for the profession in communities that historically have been excluded from the practice of law.

The Committee shall also foster the development of, monitor progress of and report on diversity initiatives of the Association, as well as partner with the Sections to continue to pursue enhanced diversity and inclusion in the Association, including among the leadership of the Association.

The Association's House of Delegates adopted a diversity policy on November 8, 2003, which reads:

The New York State Bar Association is committed to diversity in its membership, officers, staff, House of Delegates, Executive Committee, Sections and Committees and their respective leaders. Diversity is an inclusive concept, encompassing gender, race, color, ethnic origin, national origin, religion, sexual orientation, age and disability.

We are a richer and more effective Association because of diversity, as it increases our Association's strengths, capabilities and adaptability. Through increased diversity, our organization can more effectively address societal and member needs with the varied perspectives experiences, knowledge, information and understanding inherent in a diverse relationship.

diversity composition of Section and Association leadership remains static. Additionally, membership throughout the Association must be informed about and encouraged to voluntarily report their diversity backgrounds so the Association can provide targeted support to all its members.

As a brief background, the Committee on Diversity and Leadership Development in 2005 conducted an initial Section Diversity Survey. The survey was designed to evaluate the level of diversity in Section leadership, membership and activities, and to inform the Association of ongoing Section initiatives to enhance diversity. The Committee transposed the results of that survey into a Diversity Report Card, which the Executive Committee considered as an informational item at its June 23 and 24, 2005 meeting.

Since that first survey and report in 2005, subsequent data-gathering efforts and resulting reports have been issued every other year, with project oversight moved to the Committee on Diversity and Inclusion in 2011. With each report, more detailed data have allowed a more comprehensive analysis of how far the Association has come in raising the awareness of diversity issues within its own organization and the profession [see history on next page]. After publication of the 2011 report, committee leadership agreed that that year's format would serve as a benchmark for subsequent reports, with only minimal references to earlier editions of the report as needed. This agreement was made to coincide with the start of the presidential Section Diversity Challenge in 2011 – 2012, followed by a second yearlong challenge in 2012 – 2013.

The summary below provides a brief history of the Diversity Report Card's development and its expanding scope (initially covering only Sections but now including NYSBA leadership and with more detailed breakdowns). The report continues to highlight the need for raising the level of diversity awareness within the profession and to increase opportunities for attorneys to serve in leadership positions.

Diversity Report Card History

Reporting Year	Reporting Results and Recommendations²
2005 (First Edition)	<p><i>Diversity data reported included gender, ethnicity/race and disability status.</i></p> <p>Nearly half of all Sections appointed a diversity chair and/or formed a diversity committee and developed a diversity plan.</p>
2007 (Second Edition)	<p><i>Report was circulated at the Section Leaders Conference to foster increased diversity awareness. Report was also posted on the Association's Web site and report narrative was published in the State Bar News.</i></p> <p>The report recommended developing a strategic plan, with the aid of the Association's Department of Bar Services, to facilitate Sections collaborating with minority bar associations to enhance Section diversity; and convening a joint conference of all Section diversity committees and/or leaders for the purpose of fostering collaboration among the Sections.</p>
2009 (Third Edition)	<p><i>Sexual orientation status was added to diversity data reporting.</i></p> <p>The report recommended collecting diversity data from Section publications editors, CLE program chairs and faculty, with plans to promote increased self-reporting from Section members. It also requested additional administrative staff support (in the form of an intern or law student).</p>
2011 (Fourth Edition)	<p><i>Diversity data on House of Delegates and NYSBA Executive Committee membership added.</i></p> <p>The report recommended the Association promote enhanced communications and relationship building with its members and Section leaders and governance leaders regarding the importance of accurate self-reporting for purposes of collecting diversity data.</p>

² To date, some but not all, of the recommendations presented within the reports have been carried out (e.g., expanding coverage of diversity data to governance groups and continued self-reporting of diversity status has taken place; adding more Association staff to assist with report preparation has not).

This could include regular information sessions in the 12 months between the release of the current report and the commencement of collecting data for the next report.

- 2013 (Fifth Edition) *Diversity data in NYSBA governance, broken down by Judicial District added.*
- 2015 (Sixth Edition) *Age data of overall Association membership added.*

The Decade in Review

As noted, the first report on member diversity within the New York State Bar Association was issued in 2005. Below is a summary comparing diversity data of 2005 with that from 2015.

GENDER		2005	2015
All members	Male	68.96%	61.05%
	Female	29.52%	32.79%
	Decline to answer	0.01%	00.00%
	No data	1.52%	6.16%
All Section members	Male	72.30%	66.54%
	Female	26.96%	31.38%
	Decline to answer	0.01%	00.00%
	No data	0.72%	2.08%
All Section chairs	Male	65.22%	65.38%
	Female	34.78%	34.62%
	Decline to answer	00.00%	00.00%
	No data	00.00%	00.00%

GENDER		2005	2015
All Section leaders	Male	74.51%	67.40%
	Female	24.86%	32.05%
	Decline to answer	0.31%	00.00%
	No data	0.31%	0.55%
Executive Committee	Male	67.65%	70.00%
	Female	29.41%	30.00%
	Decline to answer	00.00%	00.00%
	No data	2.94%	00.00%
House of Delegates *	Male	69.62%	61.38%
	Female	30.38%	38.28%
	Decline to answer	00.00%	00.00%
	No data	00.00%	0.34%

*Data collection not begun until 2009.

RACE / ETHNIC GROUP		2005	2015
All members	Asian / Pacific Islander	1.93%	1.95%
	Black / African American	1.32%	1.26%
	Hispanic	1.00%	1.01%
	Native American	0.14%	0.13%
	White / Caucasian	46.06%	38.91%
	Other	0.78%	0.83%
	Decline to answer	0.03%	1.67%
	No data	48.74%	54.23%
All Section members	Asian / Pacific Islander	1.69%	1.84%
	Black / African American	1.27%	1.61%
	Hispanic	0.92%	1.21%
	Native American	0.13%	0.15%
	White / Caucasian	52.94%	51.92%
	Other	0.79%	0.91%
	Decline to answer	0.06%	2.23%
	No data	42.20%	40.12%

RACE / ETHNIC GROUP		2005	2015
All Section chairs	Asian / Pacific Islander	00.00%	00.00%
	Black / African American	00.00%	3.85%
	Hispanic	00.00%	7.69%
	Native American	00.00%	00.00%
	White / Caucasian	73.91%	73.08%
	Other	00.00%	00.00%
	Decline to answer	0.00%	3.85%
	No data	26.09%	11.54%
All Section leaders	Asian / Pacific Islander	0.54%	1.10%
	Black / African American	1.24%	2.81%
	Hispanic	0.70%	1.92%
	Native American	0.47%	0.14%
	White / Caucasian	71.41%	68.09%
	Other	0.70%	1.17%
	Decline to answer	1.17%	3.29%
	No data	23.78%	21.48%

RACE / ETHNIC GROUP	2005	2015
Executive Committee Asian / Pacific Islander	2.94%	3.33%
Black / African American	8.82%	13.33%
Hispanic	00.00%	6.67%
Native American	00.00%	00.00%
White / Caucasian	67.65%	73.33%
Other	00.00%	00.00%
Decline to answer	00.00%	00.00%
No data	20.59%	3.33%
House of Delegates* Asian / Pacific Islander	2.05%	2.07%
Black / African American	5.12%	8.28%
Hispanic	3.41%	4.14%
Native American	00.00%	00.00%
White / Caucasian	69.97%	66.55%
Other	2.04%	1.03%
Decline to answer	0.34%	2.41%
No data	17.06%	15.52%

*Data collection not begun until 2009.

DISABILITY / SPECIAL NEEDS		2005	2015
All members	Yes	0.32%	0.82%
	No	9.27%	36.64%
	Decline to answer	2.70%	7.09%
	No data	87.71%	55.45%
All Section members	Yes	0.30%	0.86%
	No	11.45%	47.90%
	Decline to answer	3.46%	9.48%
	No data	84.78%	41.76%
All Section chairs	Yes	00.00%	00.00%
	No	56.52%	80.77%
	Decline to answer	13.04%	11.54%
	No data	30.43%	7.69%
All Section leaders	Yes	1.48%	1.58%
	No	41.96%	70.35%
	Decline to answer	5.13%	7.62%
	No data	51.44%	20.45%

DISABILITY / SPECIAL NEEDS		2005	2015
Executive Committee	Yes	00.00%	00.00%
	No	44.12%	86.67%
	Decline to answer	5.88%	3.33%
	No data	50.00%	10.00%
House of Delegates*	Yes	1.71%	1.03%
	No	265.87%	74.14%
	Decline to answer	9.22%	5.52%
	No data	23.21%	19.31%

*Data collection not begun until 2009.

SEXUAL ORIENTATION*		2005	2015
All members	Heterosexual	16.48%	27.61%
	LGBTQ	0.47%	0.83%
	Decline to answer	1.75%	3.25%
	No data	81.30%	68.31%
All Section members	Heterosexual	20.96%	36.20%
	LGBTQ	0.59%	1.03%
	Decline to answer	2.27%	4.30%
	No data	76.17%	58.47%
All Section chairs	Heterosexual	40.00%	73.08%
	LGBTQ	00.00%	00.00%
	Decline to answer	16.00%	7.69%
	No data	44.00%	19.23%
All Section leaders	Heterosexual	35.93%	57.52%
	LGBTQ	0.82%	1.44%
	Decline to answer	3.22%	4.87%
	No data	60.03%	36.17%

SEXUAL ORIENTATION*		2005	2015
Executive Committee	Heterosexual	59.26%	76.67%
	LGBTQ	3.70%	3.33%
	Decline to answer	7.41%	3.33%
	No data	29.63%	16.67%
House of Delegates*	Heterosexual	44.37%	62.76%
	LGBTQ	1.02%	2.76%
	Decline to answer	3.07%	2.76%
	No data	51.54%	31.72%

*Data collection not begun until 2009.

2015 Report Card Highlights³

Overall, data gathered for the current Diversity Report Card reveal that:⁴

- Nine women currently serve as Section chairs, compared with 11 women in 2013.
- During this reporting period, three Section members served as chair who reported a diverse background. Additionally, over this two-year period, one chair declined to provide race

³ This report will provide diversity data (gender, ethnicity/race, sexual orientation and disability status)—based on voluntary self-reporting by members for NYSBA’s member census—of members in the following areas: all 25 Practice Sections, the NYSBA House of Delegates, NYSBA and Section Executive Committees.

⁴ With some exceptions (based on Section bylaws), leadership terms of office run from June 1 of a calendar year to May 30 the following year. Data provided in the member census are reported by calendar year and grouped in two-year increments, based on the current reporting schedule for diversity data.

/ ethnic data, and two chairs each declined to report special needs and sexual orientation data.

No data was available on several chairs as shown:

Race / Ethnicity 6 | Special Needs 10 | Sexual Orientation 17

The committee is disappointed at the continued lack of diversity within Section chairs and the lack of fully completing the diversity census by Section leaders, including chairs.

- Five Section executive committees had ethnic / racial diversity equal to or greater than their Section membership, compared to 12 Sections in 2013 and 5 Sections in 2011.
- Twelve Section executive committees had sexual orientation diversity equal to or greater than their Section membership, which is the same as in 2013. It continues to reflect increased reporting by members of their sexual orientation status.
- The number of members who decline to report their diversity status has stabilized somewhat, but is still larger than the committee wishes to see, especially among its Section leadership.

The Diversity Report Card continues to serve as a useful tool that allows the Association to measure its progress and bring attention to areas where diversity is lacking and additional effort required.

II. METHODOLOGY

Data for the 2015 Report Card were collected through three surveys:

1) The 2015 Member Profile was sent to 1,457 Section leaders, with a specific request to complete all four questions under the “Optional Info” category of the profile, which identifies a leader’s gender, ethnicity/race, sexual orientation and disability status. Out of 1,457 Section leaders:

- 1,449 provided their gender information (99%);
- 1,096 provided their ethnicity information (75%);
- 859 provided their sexual orientation status (59%); and
- 1,048 provided their disability status (72%).

Tabulated diversity data of each Section is provided in the appendix at the end of this report.

2) A similar four-question form was sent to Section publication editors and members / non-members who spoke at NYSBA-sponsored programs.

3) Section chairs were sent a questionnaire asking them to detail their Diversity Initiatives.

Many of the Association’s Sections continue to provide summary reports of related events for the *Diversity Report Card*. They are included as Appendix A following the report.

III. COMPARISON OF 2013 AND 2015 DATA

A. Gender

The overview below shows comparisons of gender composition within the Association between 2011 and 2013:

Summary
Gender Composition (Female)

	2013	2015
Within Overall Association Membership	33%	33%
Within Section Membership	32%	31%
Within Section Leadership	29%	32%

The percentage of women members within the Association and its Sections has remained fairly stable over the last four years. The percentage of women leaders within Sections has climbed from 28% in 2011 to 32% currently – a slight gain.⁵

1. Gender Composition of Section Executive Committee and Section Leadership

In 2015, 16 Section executive committees had gender composition equal to or greater than their respective Section membership:⁶

- Antitrust
- Business Law
- Commercial and Federal Litigation
- Corporate Counsel
- Dispute Resolution
- Entertainment, Arts and Sports Law
- Elder Law and Special Needs
- Environmental Law
- Food, Drug and Cosmetic Law
- Intellectual Property Law
- Judicial
- Local and State Government Law
- Torts, Insurance and Compensation Law
- Trial Lawyers
- Trusts and Estates Law
- Young Lawyers

⁵ On a side note, Family Law has the highest percentage of female members of any Section (50.17%), followed by Food, Drug & Cosmetic Law (45.61%). The Sections with the lowest number of female members are Trial Lawyers (16.31%) and Torts, Insurance and Compensation Law (19.22%).

⁶ Both the Criminal Justice and Senior Lawyers Sections were within 1% difference of having gender composition within their Executive Committees equal to or greater than their respective Section membership. The Health Law and International Sections had the widest disparity, with 10.84% and 10.62% differences, respectively.

In 2015, 15 Sections had female leadership percentages that matched or exceeded the percentage of its total female membership.

- Antitrust
- Business Law
- Commercial and Federal Litigation
- Corporate Counsel
- Dispute Resolution
- Entertainment, Arts and Sports Law
- Elder Law and Special Needs
- Environmental Law
- Food, Drug and Cosmetic Law
- Intellectual Property Law
- Judicial
- Local and State Government Law
- Torts, Insurance and Compensation Law
- Trusts and Estates Law
- Young Lawyers

Summary
Section Chairs by Gender

	2013	2015
Female	11 (44%)	9 (36%)
Male	14 (56%)	16 (64%)

2. Gender Composition of NYSBA Executive Committee and House of Delegates

There was a continued decline in the number and percentage of women participating in the Executive Committee from 2013 (10 women, 33 percent) to the present (9 women, 30 percent), so that female membership on the Executive Committee is now slightly lower than in the Association as a whole (33%).

The number of women members in the House of Delegates increased from 102 to 111 since 2013. Currently, 38% of House membership is female, a 4% increase since 2013.

Summary

Percentage of Section Executive Committees with Female Membership that Matches or Exceeds Overall Female Membership of the Section

	2013	2015
Number of Sections	15 (60%)	16 (64%)

Percentage of Section Leadership (Female) that Matches or Exceeds Respective Overall Female Membership of the Section

	2013	2015
Number of Sections	13 (52%)	15 (60%)

B. Ethnic and Racial Diversity

Based on voluntary individual reporting in 2015, ethnic and racial minorities comprised 11.07% of overall Association membership, compared with 11.70% in 2013.⁷ The percentage of members who declined to answer this question in 2015 is 1.67%, only slightly less than the 1.71% of members who declined to answer in 2013.⁸ As in 2013, no data were available for more than half of the Association’s overall membership regarding race and ethnicity (51.01% in 2013 versus 54.23% in 2015).

⁷ Race and ethnicity are defined by the Association as:

- Asian / Pacific Islander
- Black / African American
- Hispanic
- Other
- Multiple Race / Ethnic Group
- Native American
- White / Caucasian

⁸ Percentages represent individuals who responded to the census by providing answers regarding their race / ethnicity, ignored the question (leaving it blank) or declined to provide data.

Eleven of the 25 Sections had membership percentages of ethnic/racial minorities greater than the 11.07% of Association membership. The Sections with the highest percentages were International, with 22.72% and Young Lawyers, with 20.75%. The other Sections were Entertainment, Arts and Sports Law (18.49%); Intellectual Property (18.24%); Corporate Counsel (17.47%); Judicial (16.94%), Antitrust Law (16.66%) Food, Drug and Cosmetic Law (15.08%); Business Law (11.93%); Criminal Law (11.24%); and General Practice (11.10%).⁹

1. Ethnic/ Racial Composition by Section Executive Committee and Section Leadership

While the level of ethnic/racial minority participation in Section membership is important, minority participation in Section leadership is even more so. The committee believes ethnic/racial minority participation in leadership encourages and sustains diversity throughout the membership.

Unfortunately, the number of ethnic/racial members who have served as a Section chair over the last ten years is very small (see summary), with three Sections able to claim a chair with a diverse racial or ethnic background during the current report period. This is a significant concern to the committee, which encourages all Sections to support individuals with ethnic and racial backgrounds interested in leadership positions within the Section.

⁹ Both the Dispute Resolution and Labor and Employment Law Sections were within 1% difference of having within their Section membership equal to or greater than the Association's overall racial and ethnic composition within its general membership.

Summary
Racially or Ethnically Diverse Section Chairs since 2005
(Based on self-reporting of diversity status)

Name	Section	Term
Oliver Armas	International	2007 – 2008
Marco Blanco	International	2008 – 2009
Valerie Cartright	Young Lawyers	2007 – 2008
Tracee Davis	Commercial and Federal Litigation	2012 – 2013
Hon. Leland G. DeGrasse	Judicial	2010 – 2011
Justina Cintron Perino	Young Lawyers	2006 – 2007
Mirna Santiago	Torts, Insurance & Compensation	2015 – 2016
Allison Tomlinson	Corporate Counsel	2010 – 2011
Charles Thomas Weigell III	Intellectual Property Law	2014 – 2016

Five Sections (Commercial and Federal Litigation; Health Law; Local and State Government Law; Torts, Insurance and Compensation Law, and Trial Lawyers) had a percentage of ethnic/racial minorities on their Executive Committees that was greater than the percentage of ethnic/racial minorities in their overall membership. This is down from nine Sections in 2013.

Six Sections (Commercial and Federal Litigation; Health Law; International; Local and State Government Law; Torts, Compensation and Insurance Law; and Trial Lawyers) had a percentage of ethnic/racial minorities in their leadership positions that was greater than the percentage of ethnic/racial minorities in their overall membership, down from eight Sections in 2013.

Only one Section chair in 2015 reported a diverse ethnic/racial background; 21 chairs identified themselves as White/Caucasian, one declined to answer and no data were available for two chairs.

2. Ethnic/ Racial Composition of NYSBA Executive Committee and House of Delegates

In 2013, the percentage of ethnic/racial minorities in the Association’s Executive Committee was 24%, compared with 32% in 2013. In the House of Delegates, 18% of members self-reported as an ethnic/racial minority, compared with 14% in 2013.

In 2013 and 2015, all members of NYSBA’s Executive Committee provided their ethnic/racial data. In the House of Delegates, 2.41% of members declined to answer the question on their ethnicity/race in 2015, compared with 2.33% in 2013.

Decline to Answer Rates

Below are overall percentage comparisons of members who declined to answer the ethnic/racial question in the census in 2013 and 2015. Percentages in all categories were mostly static from 2013, with slight increases or declines:

	2013	2015
All NYSBA Members	1.71%	1.67%
All Section Members	2.09%	2.23%
All Section Chairs	3.70%	3.85%
NYSBA Executive Committee	0.00%	0.00%
All Section Leaders	3.57%	3.29%
NYSBA House of Delegates	2.33%	2.41%

Information about the ethnic/racial makeup of NYSBA’s Executive Committee and House of Delegates appears in graphic form at the end of this report.

Summary
Ethnicity of Overall NYSBA Membership

	Asian / Pacific	African American	Hispanic	Multiple Race	Native American	Other	Caucasian
2013	4.75%	3.14%	2.33%	0.31%	0.27%	1.21%	87.99%
2015	4.41%	2.86%	2.30%	0.30%	0.29%	1.21%	88.24%

Ethnicity of Overall Section Membership

	Asian / Pacific	African American	Hispanic	Multiple Race	Native American	Other	Caucasian
2013	3.43%	3.06%	2.06%	0.33%	0.25%	1.01%	89.86%
2015	3.20%	2.80%	2.10%	0.33%	0.26%	1.01%	90.07%

C. Sexual Orientation

Data were first collected from members regarding their sexual orientation in 2009; this report marks the fourth time the Association has surveyed its members and leaders in this category.

For the 2015 report, 28.44% of NYSBA’s general membership provided sexual orientation status— 27.61% identified themselves as heterosexual, while 0.83% members reported being lesbian, gay, bisexual, transgendered or questioning (LGBTQ). Nearly 3.25% declined to answer the question and no data are available for 68.31% of overall Association membership. Below is a summary of members who decline to answer their sexual orientation status:

	2013	2015
<i>All NYSBA Members</i>		
Heterosexual	28.90%	27.61%
LGBT	0.84%	0.83%
Decline to Answer	3.35%	3.25%
No Data Available	66.90%	68.31%

	2013	2015
<i>All Section Members</i>		
Heterosexual	35.16%	36.20%
LGBT	1.00%	1.03%
Decline to Answer	4.10%	4.30%
No Data Available	59.73%	58.47%

1. Sexual Orientation Composition by Section Executive Committee and Section Leadership

Twelve Section executive committees had LGBT composition equal to or greater than their Section membership:

- Antitrust
- Corporate Counsel)
- Criminal Justice
- Family Law
- Health Law
- International
- Intellectual Property Law
- Labor & Employment Law
- Real Property Law
- Tax Law
- Torts, Insurance and Compensation Law
- Young Lawyers

The number of Sections with LGBT leadership percentages that matched or exceeded the percentage of LGBT members is also 12:

- Antitrust
- Corporate Counsel
- Criminal Justice
- Family Law
- Health Law
- International
- Intellectual Property Law
- Labor & Employment Law
- Real Property Law
- Tax Law
- Torts, Insurance and Compensation Law
- Young Lawyers

The Section with the highest percentage of leaders who declined to answer their LGBT status was Judicial (Courts of Record) (14.29%), followed by Corporate Counsel (13.64%), the Health Law (10.20%) Food, Drug and Cosmetic Law (10.00%). Business Law, Intellectual Property and Young Lawyers had the lowest percentage of leaders who declined to answer (0%).

2. Sexual Orientation Composition of NYSBA Executive Committee and House of Delegates

Eight members of the House of Delegates self-reported as LGBTQ in 2015.. LGBTQ members currently represent nearly 3 percent of the House of Delegates membership. The percentage of delegates who declined to answer their LGBTQ status is 2.76%, down from 5.33% in 2013.

One member of the NYSBA Executive Committee self-reported as LGBT in 2015 and one member declined to answer LGBTQ.

A graphic breakdown of the NYSBA’s Executive Committee and House of Delegates by LGBT status appears at the end of this report.

D. Disability

Below is a snapshot of members reporting their disability status. The number of members who identified themselves as disabled declined slightly. The number of members who answered they had no disability varied based on all NYSBA members versus all Section members. The percentage of members who declined to answer decreased, a reversal from the past two reporting periods:

	2013	2015
<i>All NYSBA Members</i>		
Disabled	0.94%	0.82%
Not Disabled	38.94%	36.64%
Decline to Answer	8.48%	7.09%
No Data Available	51.64%	55.45%
	2013	2015
<i>All Section Members</i>		
Disabled	0.89%	0.86%
Not Disabled	46.84%	47.90%
Decline to Answer	10.70%	9.48%
No Data Available	41.57%	41.76%

1. Disability Composition by Section Chairs and Section Leadership

	2013	2015
<i>All Section Chairs</i>		
Disabled	3.70%	0.00%
Not Disabled	74.07%	80.77%
Decline to Answer	7.41%	11.74%
No Data Available	14.81%	7.69%
<i>All Section Leaders</i>		
Disabled	1.62%	1.03%
Not Disabled	67.30%	70.35%
Decline to Answer	9.78%	7.62%
No Data Available	21.31%	20.45%

2. Disability Composition of NYSBA Executive Committee and House of Delegates

	2013	2015
<i>NYSBA Executive Committee</i>		
Disabled	00.00%	00.00%
Not Disabled	83.33%	86.67%
Decline to Answer	10.00%	3.33%
No Data Available	6.67%	10.00%
<i>NYSBA House of Delegates</i>		
Disabled	0.67%	1.03%
Not Disabled	68.67%	74.14%
Decline to Answer	12.67%	5.52%
No Data Available	18.00%	19.31%

Decline to Answer Rates

Regarding members who decline to answer their disability status, the percentage of all NYSBA members over the past two reporting years who declined to answer in the following categories is shown below:

	2013	2015
Gender	0.00%	0.00%
Ethnicity / Race	1.71%	1.67%
Sexual Orientation	3.35%	3.25%
Disability	8.48%	7.09%

E. Age

This is the first year the Report Card includes a snapshot of members' ages. Age discrimination is prohibited by Federal Law, and studies show the global population at large is growing older and living longer.¹⁰ The Committee encourages recognizing the talents of its members at all ages and participation by all age groups to promote more active Sections, committees and communities.

A table detailing current age breakdown of members by general membership, Sections and leadership as well as the Association's Executive Committee and House of Delegates appears at the end of this report.

F. Diversity Breakdowns in Other Areas

1. Section Publication Editors

Section publication editors are volunteer and paid personnel who supervise the editorial content of their Section's member journals and newsletters. It does not include editors and authors of reference books published by NYSBA's publications division, even though some titles are sponsored by Sections. Some Sections have multiple publications and many have co- and student editors.¹¹ The diversity breakdown for the ¹² editors is shown on the next page:

¹⁰ *Why Aging Population Matters: A Global Perspective*, National Institute on Aging, National Institutes of Health, U.S. Department of Health and Human Services, U.S. Department of State, Publication No. 07-6134, March 2007, available at:

<file:///C:/Documents%20and%20Settings/mwilson/My%20Documents/Downloads/WPAM.pdf>

¹¹ The Food, Cosmetic and Drug Law; Judicial and Tax Law Sections do not have member publications. The Committee on Attorneys in Public Service, while not a practice Section, does have active member communications in the form of a journal, and as such diversity information for its editorial staff is included.

¹² There are 44 active editors. No information is available for one editor (i.e., no record exists), because that editor is not an attorney.

GENDER

Male	Female
27 (63%)	16 (37%)

ETHNICITY/RACE

White/Caucasian	Black/African American	Decline to Answer	No Data
27 (63%)	1 (2%)	1 (2%)	14 (33%)

SEXUAL ORIENTATION

Heterosexual	LGBT	Decline to Answer	No Data
23 (45%)	1 (2%)	1 (2%)	18 (51%)

DISABILITY STATUS

Yes	No	Decline to Answer	No Data
0 (0%)	27 (63%)	3 (7%)	13 (30%)

2. Program Speakers

The Association has had an ongoing initiative not only to report on diverse speakers at Association-sponsored programs (many of which offer CLE credit), but also to provide a working list that can be shared with other groups (e.g., local, minority and women’s bar associations) as a resource. This information concerning diverse speakers and potential speakers is provided by:

1) Association members who self-report through the member census, and

2) non-member attorneys and other professionals who are asked to speak at programs because of their backgrounds and experiences. In this second group, speakers are asked to complete a brief online questionnaire similar to the NYSBA member census; answers are manually input into the Association’s member database.

Because of the hybrid of member/non-member speakers, diversity information continues to be incomplete. Often, non-member attorneys do not complete the online questionnaire and Association staff does not have the time to conduct a follow up. Below is a summary of the 1,062 speakers at NYSBA-sponsored programs since January 1, 2014 who self-reported their diversity information.

GENDER			
Male	Female	No Data	
691	345	26	
ETHNICITY/RACE			
Caucasian	African American	Asian / Pacific	
590	12	10	
Hispanic	Native American	Multiple Race	Other
11	3	1	1
Decline to Answer		No Data	
20		414	
SEXUAL ORIENTATION		DISABILITY STATUS	
LGBTQ		Yes	
8		3	
Decline to Answer:	37	77	
No Data:	598	463	

3. By Judicial District

Diversity breakdown within New York State’s 13 Judicial Districts is once again provided in this report. The intent is to showcase districts that promote diversity by encouraging diverse members to take on leadership responsibilities within NYSBA’s governing bodies—its Executive Committee and House of Delegates. The breakdown is provided at the end of the report.

Section Diversity After the Diversity Challenge

The close of President Seymour W. James, Jr.'s term on May 30, 2013 marked the end of the second consecutive year of an Association-wide Section Diversity challenge, begun as an initiative by then President Vincent E. Doyle III in 2011. The two-year project was designed to encourage each Section to develop and implement diversity initiatives, with both short- and long-term goals. One of the goals was to develop more reporting mechanisms that track diversity and to command a higher level of accountability across the Association.

Many Sections have an active Diversity team and provide programming that aims to engage and involve participants with diverse backgrounds. While this programming is well planned and for the most part successful, the committee feels that there is not enough coordination at the Association level that could boost involvement, or at the very least, promote the Sections' efforts throughout the entire Association. Additionally, tracking mechanisms have not been successfully implemented to create and analyze information relating to these programs. Creating a master calendar of events that fall under diversity and inclusion would help raise the profile of the Association's efforts to enhance diversity awareness.

IV. RECOMMENDATIONS

The New York State Bar Association continues to enhance diversity awareness at all levels of the Association, from leadership to membership. The following recommendations are made with the goal to assist Sections in their efforts to identify and encourage more diverse members into leadership positions.

(1) As a member-services organization, the Association is committed to providing its more than 71,000 members with resources to help them with their careers and to advance the

legal profession. Considering the scope and depth of members' professional skills and their backgrounds, access to accurate diversity data helps the Association address the needs of all its members.

Member response to voluntarily completing the Association's Member Diversity Census (and, in this case, completion of the Census by Section leaders, members of the Executive Committee and of House of Delegates) ranges from full disclosure to outright refusal to provide information, the only response that it is not the Association's business to know.

The Association, with help from the Committee on Diversity and Inclusion, should prepare Public-Service-type announcements for distribution to the membership regularly that explain the need for the information, that it is used in the aggregate only and that no individual member's census record is used or accessed when compiling data.

Additionally, the Association should establish a series of goals with Sections to reduce the number of members who do not bother to provide their diversity information, as well as reduce the number of respondents who decline to answer some or all of the Census questions.

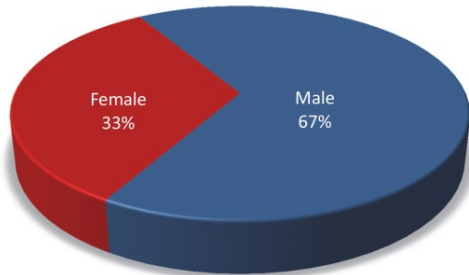
(2) Preparing the *Diversity Report Card* requires significant staff time and is currently handled by one person on staff who works on the report part time. The Committee continues to advocate for an intern or law student to assist with the data collection and report drafting process.

(3) The Committee on Diversity and Inclusion will invite liaisons from each Section to attend regular meetings of the Committee, as a way to share information on related programming and initiatives. The Committee will work with the Association's Department of Section Services to develop a master calendar of diversity-themed events for use throughout the

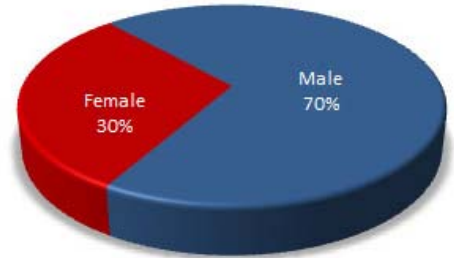
Association. The Committee will sponsor regular meetings of minority bar association leaders, and share related event information for their own members.

(4) This report should continue to be published on the Association's Web site and the results reported in the *State Bar News*. To provide Section leaders and the House of Delegates with adequate time to review and comment on the report and recommendations, the Committee recommends that publication occur by the 2016 Section Leader's Conference and the House of Delegates' June 2016 meeting.

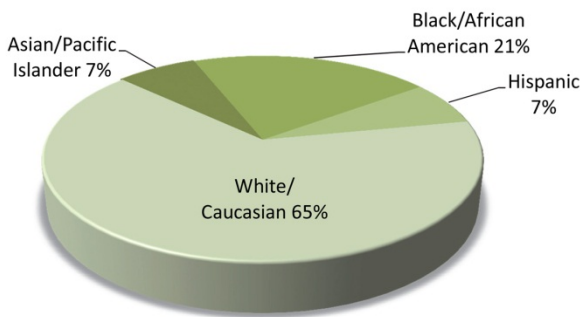
NYSBA Executive Committee Diversity Breakdown



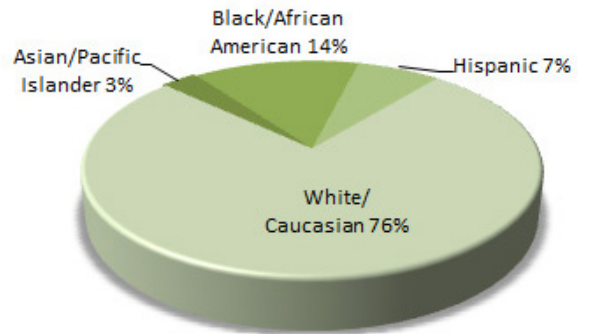
Gender 2012-2013



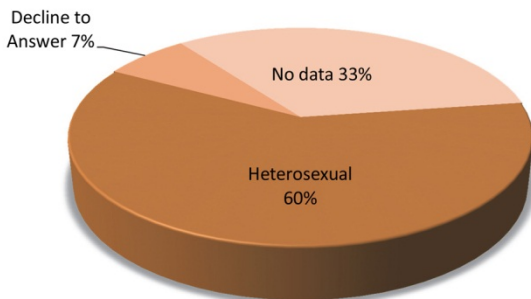
Gender 2014-2015



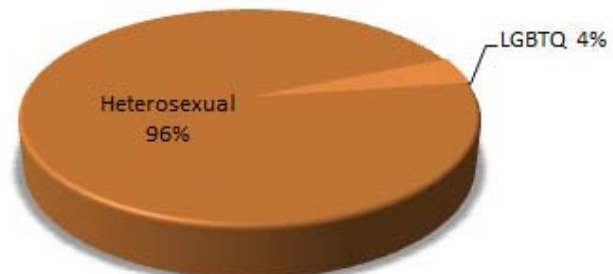
Race/Ethnicity 2012-2013



Race/Ethnicity 2014-2015

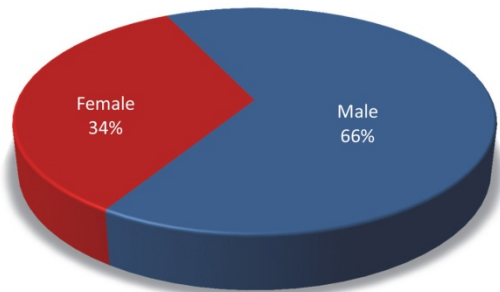


Sexual Orientation 2012-2013

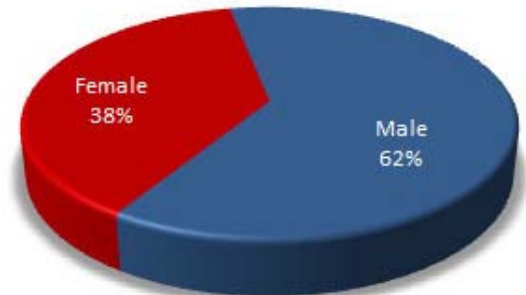


Sexual Orientation 2014-2015

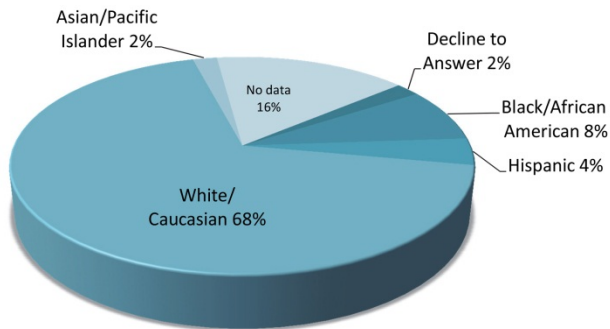
NYSBA House of Delegates Diversity Breakdown



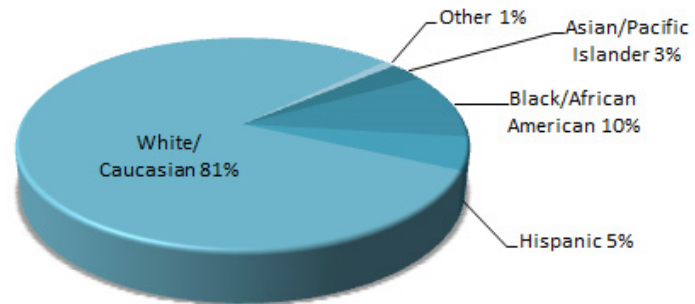
Gender 2012-2013



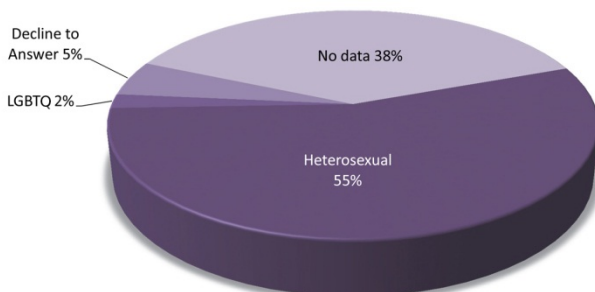
Gender 2014-2015



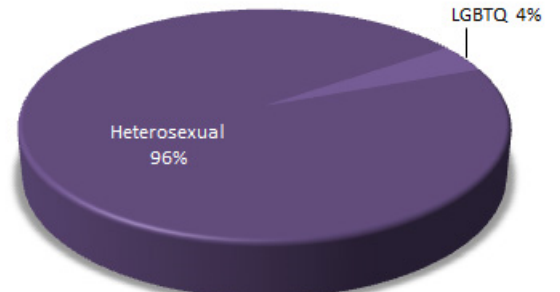
Race/Ethnicity 2012-2013



Race/Ethnicity 2014-2015



Sexual Orientation 2012-2013



Sexual Orientation 2014-2015

New York State Bar Association - 2015 Diversity Report Card

Antitrust Section

Does your Section have a Diversity Committee or Team?

Yes X

No _____

If yes, what is the committee chair or team leader's name? Wendy Huang Waszmer

Please detail briefly any diversity initiatives, outreach, programs that your Section has done since January 1, 2014 to increase the participation of minority, women and / or LGBTQ attorneys, judges and / or law students in your Section, as well as attorneys, judges and / or law students with disabilities and your Section's achievements from these initiatives.

The Antitrust Section is committed to working with the Standing Committee on Diversity Inclusion on initiatives and outreach, and welcomed the opportunity to participate in your Committee meeting on September 30, 2015.

Since 2014, our Section has continued to seek opportunities to increase the diversity of our membership including:

Sponsoring with the New York Bar Foundation an Antitrust Section Law Student Fellowship that places first and second year law students from diverse backgrounds with federal and state antitrust agencies for a summer. The ultimate goal of the Fellowship is to forge relationships among antitrust practitioners and foster greater diversity in the antitrust bar. The selection committee represents the diversity of the Section and the interview process focuses not only on an applicant's interest in learning about antitrust law, but also the potential contribution from a diversity perspective.

Outreach and invitations to other bar associations with diverse membership, including LeGAL, AABANY, MBBA, HNBA, and others regarding Antitrust Section programs, such as the annual "Why Antitrust? Program: An Opportunity for Law Students and Junior Lawyers to Discuss with Practitioners Why They Chose To Practice Antitrust Law (and Why You Should Too!)"

Hiring and Diversity Committee efforts to recruit new Section members at events such as the NYSBA Diversity in the Bar Reception at the Annual Meeting and by attending diverse bar association events during the year.

Efforts to promote diversity in seeking out panelists and speakers during our Section meetings and events.

New York State Bar Association - 2015 Diversity Report Card

Business Law Section

Does your Section have a Diversity Committee or Team?

Yes _____

No _____

If yes, what is the committee chair or team leader's name? Anthony Q. Fletcher, Esq.

Please detail briefly any diversity initiatives, outreach, programs that your Section has done since January 1, 2014 to increase the participation of minority, women and / or LGBTQ attorneys, judges and / or law students in your Section, as well as attorneys, judges and / or law students with disabilities and your Section's achievements from these initiatives.

The Business Law Section has been a long-time supporter of diversity within its membership, with an active member of the Executive Committee currently overseeing specific initiatives.

As the face of the legal profession evolves, particularly as new and diverse law school graduates and young lawyers enter the field, the Section wishes to accurately reflect and promote diversity in the body it represents. In 2014, the Section tapped into the pool of up-and-coming lawyers and offered free membership to first-year admittees, adding over 300 recently-admitted attorneys to its membership roster. The Section also shows ongoing support for NYSBA's Pathway to the Profession initiative in reaching out to current law students across the State.

In the summer of 2015, the Business Law Section's Executive Committee underwent strategic planning. An important goal that came from that process is to, in the next three years, increase the Section's market share of young New York business lawyers (admitted 10 years or less) to 60%. Along with attracting these younger members, the Section's strategic plan allows for the integration of law students and young associates into Section activities, identification and training of young leaders, and an increase in the number of short-term projects and micro-volunteering opportunities for broader member involvement. Beyond involvement alone, the strategic plan anticipates helping to give newly-minted lawyers of all backgrounds the practical resources they need to succeed in business law practice. In 2016, the Section's Diversity Committee leadership is exploring collaboration with local minority bar associations, panels focusing on careers in corporate law which feature diverse panelists, and mentorship opportunities through the Section's committees.

New York State Bar Association - 2015 Diversity Report Card

Commercial & Federal Litigation Section

Does your Section have a Diversity Committee or Team?

Yes x

No

If yes, what is the committee chair or team leader's name?

Justice Sylvia Hinds-Radix and Carla M. Miller, Esq.

Please detail briefly any diversity initiatives, outreach, programs that your Section has done since January 1, 2014 to increase the participation of minority, women and / or LGBTQ attorneys, judges and / or law students in your Section, as well as attorneys, judges and / or law students with disabilities and your Section's achievements from these initiatives.

Starting in 2007, the Commercial & Federal Litigation Section began presenting its annual "Smooth Moves: Career Strategies for Attorneys of Color" CLE program, combined with the presentation of the Honorable George Bundy Smith "Pioneer Award," which is given to an attorney or jurist of color whose career accomplishments emulate those of the retired Court of Appeals Judge in the areas of legal excellence, community involvement, and mentoring. Past "Pioneer Award" winners include Elaine Jones, Director-Counsel Emeritus, NAACP-LDF, Cesar Perales, current New York Secretary of State and co-founder of Latino Justice, Justice Carmen Ciparick, Justice Samuel A. Green, and Kenneth G. Standard, past president of NYSBA, and Board of Governors Member, ABA, to name a few.

In addition to the CLE program and awards ceremony, the Section also selects a 1L minority law student for a summer fellowship in the chambers of a Commercial Division Justice, for which the New York Bar Foundation provides a generous stipend. The Commercial Division 1L Fellows have served in the chambers of, among others, Justices Charles Ramos, Eileen Bransten, Salliann Scarpullo, Bernard Fried, Shirley Kornreich, Marcy Friedman, Jeffrey Oing and former Justice Herman Cahn. The Smooth Moves program has become the premier diversity initiative for the Section, designed to encourage attorneys of color to join and become active participants in the Section. The Section offers complimentary, year-long membership for attendees who join NYSBA, as well as the Section, at the event each year. Students who have participated in the Commercial Division 1L minority fellowship are also invited to attend

the Section's Executive Committee meetings, and have benefitted from continued outreach and mentoring of Executive Committee members. As Smooth Moves approaches its 10th anniversary program, the Section's Diversity Committee is spearheading a project to track and coordinate outreach to past Smooth Moves attendees, who joined the Section as a result of the event in order to encourage their active participation in other Section committees.

In addition, the Section actively participates in the Diversity Reception held during NYSBA's annual meeting each January.

New York State Bar Association - 2015 Diversity Report Card

Corporate Counsel Section

Does your Section have a Diversity Committee or Team?

Yes _____x No _____

If yes, what is the committee chair or team leader's name? David S. Rothenberg

Please detail briefly any diversity initiatives, outreach, programs that your Section has done since January 1, 2014 to increase the participation of minority, women and / or LGBTQ attorneys, judges and / or law students in your Section, as well as attorneys, judges and / or law students with disabilities and your Section's achievements from these initiatives.

We created a diversity committee and run a diversity internship program where we place at least three law students in house at a not-for-profit or for-profit organization. We average seven students per year. We have one former intern serve on the executive committee. We do a reception each year to celebrate our current and former interns. The program is named after Kenneth G. Standard and he always attends, along with actively being involved in the program.

Although we can always do better, our section has operated from a lens to be inclusive; it is part of our DNA. That said, we probably could have been more aggressive with diversity efforts within our programming. Also, we have not been as aggressive in doing minority bar outreaches. We talk about doing all the time, but have not put a program together.

NEW YORK STATE BAR ASSOCIATION

ENVIRONMENTAL LAW SECTION

Diversity Plan

Final – January 2004
Update – October 2011

James J. Periconi, Section Chair 2003-2004
Philip Dixon, Section Chair 2011-2012

Prepared by the Section's Ad Hoc Committee on Diversity

2004 Plan

John Greenthal, Immediate Past Section Chair
Joan Leary Matthews, Committee Chair
Eileen Millett, former Committee Co-Chair
Michael Lesser
James A. Sevinsky

2011 Update

Joan Leary Matthews
John Greenthal

Introduction

The Environmental Law Section is committed to having a diverse membership so that those who participate in the Section's activities and the products of the Section's work will be enriched and enhanced by the different perspectives, backgrounds, and experiences of its members.

Data on Section membership indicate that the Section lacks diversity in many respects. As a result, the Section is committed to increasing the heterogeneity of the Section membership from among the many varied individuals in the environmental legal profession. Indeed, the Section has taken an important step at the top: effective June 1, 2004, the majority of the five Section officers are attorneys practicing in the government and not-for-profit sector.

Committee's Charge

The Section's Executive Committee created the Ad Hoc Committee on Diversity in April 2002 with the following charge:

[I]dentify the diversity needs of the Section in the areas of membership, programming, and committee functions – and in any other areas that the Committee identifies. The Committee shall develop recommendations strategies, and/or guidelines to address the needs identified.

Goals

The goals of the Section relating to diversity are to actively recruit attorneys from diverse backgrounds and practice areas on Section committees and in programs, to foster an atmosphere of inclusion of these attorneys, and to benefit from their perspectives. To this end, the Section seeks to vary its membership based on a number of characteristics or factors:

- race and ethnicity
- gender
- sexual orientation
- experience level
- disability
- public sector employment
- not-for-profit sector employment
- corporate counsel employment
- geography
- position within a firm or organization
- practice area within environmental law

ACTION ITEMS

To achieve the goals identified above, the Committee has identified a number of Action Items.

Section Message on Diversity

- Amend the Section Mission Statement to include a commitment to diversity.
- Ensure that the Nominations Committee is informed of the Section's goals for diversity.
- Provide a copy of the Diversity Plan to all existing and incoming Committee and Program Chairs.

Outreach Efforts

- Conduct outreach to law student Environmental Law Societies, especially through the efforts of Section members who are alumni of a law school with an Environmental Law Society.
- Establish a Law Professor Committee, which would explore ways to involve Section members in law school student activities.
- Conduct outreach to local and specialty bar associations (e.g., Black, Hispanic, Asian, and Women's Bar Associations).
- Review NYSBA corporate counsel list to identify potential Section members.
- Work with trade associations to identify environmental attorneys in various industry sectors.
- Work with General Counsels and other active Section members from government agencies to attract more members.
- Work with senior attorneys in law firms to encourage participation by younger and more newly admitted attorneys.
- Use Section leaders from underrepresented areas of the State to seek greater participation from attorneys in those areas, including asking Section leaders to speak at County Bar Association meetings.
- Work with Section members who are active in other NYSBA sections to encourage cross-over membership.

The Personal Touch

- Schedule personal meetings with prospective and newer members.
- Ensure that first-time registrants feel welcome even prior to a meeting.
- Establish an Ambassador program to greet new members to Section meetings.

- Invite new members to the Executive Committee Reception at each Annual Meeting.
- Establish a mentoring program for new Section members who are newer attorneys.
- Continue and enhance the Minority Law Student Fellowship program, such as by assisting and mentoring Fellows after their Fellowship.

Speakers at CLE programs and Other Section Events

- Ensure a greater role of persons with diverse backgrounds and experiences as speakers and panelists at Section programs.
- Develop guidelines for CLE Committee and Program Chairs to encourage selection of diverse panels of speakers.

Publicity for Efforts to Obtain Diversity

- Continue to publicize the Subsidization Program to members.
- Encourage and recognize contributions by members.
- Publicize the Section's efforts at increasing diversity in publications of the Section and NYSBA, as well as in other publications.
- Create a webpage for the Ad Hoc Diversity Committee and provide a mechanism for potential new members to ask questions and obtain information via the internet.

Implementation of Action Items

To implement these Action Items, the Section Officers and other members of the Section's Executive Committee will identify persons responsible for carrying out these items, pursuant to a schedule appropriate to each item. The Appendix to this Report sets forth a preliminary series of tables that the Section Officers and Executive Committee members will fill out as a way to ensure that these Action Items will be realized.

**New York State Bar Association
Environmental Law Section**

**January 2004 Diversity Plan
Appendix B Implementation of Action Items**

ACTION ITEM	SECTION MEMBER(S) ASSIGNED	TARGET DATE FOR IMPLEMENTATION
A. Section Message on Diversity		
1. Amend the Section Mission Statement to include a commitment to diversity.	Joan Leary Matthews, John Greenthal	Language drafted for Cabinet and Executive Committee approval, October 2011
2. Ensure that the Nominations Committee is informed of the Section's goals for diversity.	Section Chair, Diversity Liaison	When Nominations Committee established in Fall
3. Provide a copy of the Diversity Plan to all existing and incoming Committee and Program Chairs.	Section Chair	June of each year
4. Appoint a Diversity Liaison and invite that person to participate in Cabinet Conference calls.	Section Chair	

ACTION ITEM	SECTION MEMBER(S) ASSIGNED	TARGET DATE FOR IMPLEMENTATION
B. Outreach Efforts		
1. Conduct outreach to law student Environmental Law Societies, especially through the efforts of Section members who are alumni of a law school with an Environmental Law Society.	Membership Committee	Ongoing Executive Committee approved various benefits for students
2. Establish a Law Professor Committee, which would explore ways to involve Section members in law school student activities.		
3. Conduct outreach to local and specialty bar associations (e.g., Black, Hispanic, Asian, and Women’s Bar Associations).		NYSBA holds annual diversity event in NYC
4. Review NYSBA corporate counsel list to identify potential Section members.	Membership Committee	Ongoing
5. Work with trade associations to identify environmental attorneys in various industry sectors.		
6. Work with General Counsels and other active Section members from government agencies to attract more members.	Lou Alexander has done this	Ongoing
7. Work with senior attorneys in law firms to encourage participation by younger and more newly admitted attorneys.	Membership Committee	Ongoing
8. Use Section leaders from underrepresented areas of the State to seek greater participation from attorneys in these areas, including asking Section leaders to speak at County Bar Association meetings.	Membership Committee	
9. Work with Section members who are active in other NYSBA sections to encourage cross-over membership.	Executive Committee members	Ongoing

ACTION ITEM	SECTION MEMBER(S) ASSIGNED	TARGET DATE FOR IMPLEMENTATION
C. The Personal Touch		
1. Schedule personal meetings with prospective and newer members.	Section Chair Membership Committee	
2. Ensure that first-time registrants feel welcome even prior to a meeting.	Section Chair Officers	
3. Establish an Ambassador program to greet new members to Section meetings.	Section Chair Membership Committee	
4. Invite new members to the Executive Committee Reception at each Annual Meeting.	Membership Committee	
5. Establish a mentoring program for new Section members who are newer attorneys.	Membership Committee	
6. Continue and enhance the Minority Law Student Fellowship program, such as by assisting and mentoring Fellows after their Fellowship, and provide incentives for continued participation in the Section.	Ad Hoc Minority Fellowship Committee Executive Committee	Ongoing

ACTION ITEM	SECTION MEMBER(S) ASSIGNED	TARGET DATE FOR IMPLEMENTATION
D. Speakers at CLE programs and Other Section Events		
1. Ensure a greater role of persons with diverse backgrounds and experiences as speakers and panelists at Section programs.	Section Chair Program Chairs CLE Committee	Speaker Selection Guidelines approved by Executive Committee September 25, 2005, updated October 23, 2011
2. Develop guidelines for CLE Committee and Program Chairs to encourage selection of diverse panels of speakers.	Section Chair Program Chairs CLE Committee	Speaker Selection Guidelines approved by Executive Committee September 25, 2005, updated October 23, 2011

ACTION ITEM	SECTION MEMBER(S) ASSIGNED	TARGET DATE FOR IMPLEMENTATION
E. Publicity for Efforts to Obtain Diversity		
1. Continue to publicize the Subsidization Program to members.	Section Chair NYSBA Liaison	Ongoing, but open issue for government attorneys
2. Encourage and recognize contributions by members.	Section Chair Journal Editor-in-Chief	Ongoing
3. Publicize the Section's efforts at increasing diversity in publications of the Section and NYSBA, as well as in other publications.	Section Chair, Journal Editor-in-Chief (provided Section has results)	
4. Create a webpage for the Ad Hoc Committee on Diversity and provide a mechanism for potential new members to ask questions and obtain information via the internet.		

New York State Bar Association - 2015 Diversity Report Card

International Section

Does your Section have a Diversity Committee or Team?

Yes _____

No _____

If yes, what is the committee chair or team leader's name? Kenneth G. Standard

Please detail briefly any diversity initiatives, outreach, programs that your Section has done since January 1, 2014 to increase the participation of minority, women and / or LGBTQ attorneys, judges and / or law students in your Section, as well as attorneys, judges and / or law students with disabilities and your Section's achievements from these initiatives.

The International Section held a meeting of the European Chapters in Zurich, Switzerland on March 12-13, 2015. The meeting included a CLE program with 2 evening dinner receptions. Invitations were sent to all European Chapter members and NYSBA members

The Section held its Annual Seasonal Meeting in São Paulo, Brazil October 14-17, 2015, which included a CLE program, with evening events. There was also a Meet the President reception on October 14 with invitations sent to non-members. Seventy people attended.

New York State Bar Association - 2015 Diversity Report Card

Judicial Section

Is there a designated person from the Section who serves as a diversity coordinator?

Yes _____

No _____

If yes, what is the coordinator's name?

Honorable Marsha Steinhardt, Judicial Section Liaison; assistant presiding chair, Judicial Section

Please detail briefly any diversity initiatives, outreach, programs that your Section has done since January 1, 2014 to increase the participation of minority, women and / or LGBTQ attorneys, judges and / or law students in your Section, as well as attorneys, judges and / or law students with disabilities and your Section's achievements from these initiatives.

The Judicial Section produced a comprehensive report on the diversity of the New York judiciary, the first of its kind, in the fall of 2014. It was approved by the NYSBA Executive Committee on September 17, 2014. The report attempted to advance understanding of judicial diversity and inclusion through an analysis of the gender, racial, and ethnic composition of New York State's judiciary as compared with the general population and the population of attorneys.

The data was broken down by judicial district to illustrate regional differences that allowed the ability to target diversity efforts to the areas most in need of improvement and to showcase districts that reflect and promote diversity. The analysis utilized data compiled primarily by the Office of Court Administration reflecting the latest available census figures. This report also provided accounts of both recent and historical judicial diversity achievements in New York State and recognized the judicial pioneers whose courage and perseverance have paved the way for a more diverse bench in New York State.

The report emphasized that judicial diversity is essential because it provides equal opportunity to under-represented groups, presents role models to encourage our youth, inspires confidence in our justice system and, most importantly, promotes justice. New York's demographics are changing, and the judiciary must keep pace or risk undermining the public's confidence in our justice system and respect for the rule of law.

The Judicial Section also established a new award to honor those who have made an impact on diversity within the New York judiciary. The NYSBA Judicial Section's Advancement of Judicial Diversity Award serves to recognize individuals for their efforts to promote diversity on the bench throughout New York State. Recipients embody the New York State Bar Association's commitment to diversity and inclusion at all levels of the judiciary.

2015 recipient: Honorable Karen K. Peters

2016 recipient: Honorable Edwina Mendelson

New York State Bar Association - 2015 Diversity Report Card

Senior Lawyers Section

Does your Section have a Diversity Committee or Team?

Yes No

If yes, what is the committee chair or team leader's name?

Susan B. Lindenauer, Esq., is the Chair of our Diversity Committee.

In January 2016 Ms. Meenan will become a member of our Executive Committee and Co-Chair of that Committee.

Please detail briefly any diversity initiatives, outreach, programs that your Section has done since January 1, 2014 to increase the participation of minority, women and / or LGBTQ attorneys, judges and / or law students in your Section, as well as attorneys, judges and / or law students with disabilities and your Section's achievements from these initiatives.

Initially, it should be noted that three out of five of our Section's Officers are women: Chair, Chair Elect, and Vice Chair. Since the inception of our Section, women have held at least one Officer position. We regularly sponsor and participate in programs presented by the Committee on Women in the Law; Smooth Moves: Career Strategies for Attorneys of Color; and NYSBA's Diversity Reception at the Annual Meeting. Also, in 2014 a member of our Executive Committee attended the Metropolitan Black Bar Reception held in conjunction with the Section Appreciation and Networking Reception in Rochester, NY.

New York State Bar Association - 2015 Diversity Report Card

Torts, Insurance and Compensation Law

Does your Section have a Diversity Committee or Team?

Yes _____

No _____

If yes, what is the committee chair or team leader's name?

Joanna L. Young and Gary A. Cusano (Co-Chairs, Diversity Committee)

Please detail briefly any diversity initiatives, outreach, programs that your Section has done since January 1, 2014 to increase the participation of minority, women and / or LGBTQ attorneys, judges and / or law students in your Section, as well as attorneys, judges and / or law students with disabilities and your Section's achievements from these initiatives.

This past year, TICL's Executive Committee ("EC") has focused on not only diversifying the Section, but also the EC to make the EC more reflective of the Section and the legal community. To that end, we added six new EC members (four of them are young lawyers, four are women and two are African American). TICL is hopeful that its continuing activities and initiatives will further increase TICL's diversity as a Section, as well as further increase diversity in the programs, speakers and other events sponsored by TICL.

- TICL is working with the NYSBA Committee on Diversity and Inclusion to compile a master database of diverse speakers in order to improve diversity on NYSBA and TICL CLEs.
- TICL participated in various Pathways to the Profession events to increase the visibility of TICL and reach out to young lawyers. TICL also created a Pathways to the Profession Committee to better coordinate its outreach efforts.
- TICL held its Spring meeting at Buffalo Law School and executed a joint (free) CLE with the Erie County Young Lawyers Association, followed by a networking reception that was open to all law students and other attendees.
- TICL provided a \$1,000 stipend to a minority student at the SUNY Buffalo Discover Law program.
- TICL revamped its on-line Community to create better access and information to young lawyers who are interested in the Section.
- TICL's Co-Chair of Diversity, Joanna Young, became a liaison to NYSBA's Committee on Diversity and Inclusion to better coordinate TICL's diversity efforts with other Sections, the NYSBA, and local/regional bar associations and law schools.
- TICL participated in the Diversity Reception for 2015 and will do so again in 2016.

New York State Bar Association - 2015 Diversity Report Card

Trial Lawyers Section

Does your Section have a Diversity Committee or Team?

Yes X

No _____

If yes, what is the committee chair or team leader's name? Noreen DeWire Grimmick

Please detail briefly any diversity initiatives, outreach, programs that your Section has done since January 1, 2014 to increase the participation of minority, women and / or LGBTQ attorneys, judges and / or law students in your Section, as well as attorneys, judges and / or law students with disabilities and your Section's achievements from these initiatives.

The Trial Lawyers' Section has engaged in number of initiatives to enhance participation of women, minorities (including LGBT and disabled members) and law students in our section and in the larger bar association. We have organized a Diversity Committee which outlines initiatives and goals for our section at every Executive Committee meeting throughout the year. The Diversity Committee has been organized and active since approximately 2009.

The Trial Lawyers' Section has sponsored programs at law schools throughout the state on appropriate courtroom conduct. These programs have provided a platform for prominent judges and trial attorneys to provide newly admitted attorneys and law students with a unique perspective of what it's like to practice as a trial lawyer in the courts of this state. Our professional panels for these presentations are largely composed of women and minorities who have proven themselves as accomplished litigators and judges in this state. A networking session with the students follows each presentation and provides a collegial atmosphere for members of the legal community and students to network. Recent programs like this have taken place at Touro, Brooklyn Law School, Albany Law School, Syracuse University and University of Buffalo among other educational institutions.

Our section has sponsored various events of local bar associations and minority bar associations which have advanced the participation of women and minorities in the profession. Included in these events which are scattered throughout the state are the sponsorship of the 20th anniversary gala of the Rochester Black Bar Assoc. We have co-sponsored events with the Puerto Rican Bar Assoc. and the Young Lawyers' Section as well.

The Trial Lawyers' Section has awarded scholarships for recent law school graduates to attend the National Trial Competitions held annually. In doing so, the emphasis has been to seek out and select women and minority candidates who may not otherwise have the opportunity to attend this competition without a scholarship to help defray expenses. Our section has not only provided many scholarships, but we have also financed the awards for the statewide competition. Our members have committed their time and personal finances to attend and act as judges and mentors to the competitors.

Our section is committed to the advancement of women and minorities in the profession by taking advantage of opportunities to promote these members by encouraging them to take leadership positions within our section and highlighting their contributions to our profession. More and more, these members are given opportunities to speak at CLE events and chair various committees within our section. We continue to be committed to the diversity goals set by NYSBA and our section leaders going forward.

**2015 Diversity Report Card
Section Leaders**

Section	Group	Male	Female	Caucasian	Race / Ethnicity	Disability	LGBTQ
Antitrust Law	Section Officers	6	2	7	0	1	0
	Section Chair	1	0	1	0	0	0
	Other Section Leaders	32	21	31	0	0	2
Business Law	Section Officers	5	4	7	0	0	0
	Section Chair	1	0	1	0	0	0
	Other Section Leaders	21	6	17	3	0	0
Commercial & Federal Litigation	Section Officers	8	2	6	1	0	0
	Section Chair	1	0	1	0	0	0
	Other Section Leaders	73	31	72	6	2	0
Corporate Counsel	Section Officers	5	3	7	1	0	1
	Section Chair	0	1	0	0	0	0
	Other Section Leaders	5	6	9	0	0	0
Criminal Justice	Section Officers	6	0	5	0	0	0
	Section Chair	0	1	1	0	0	0
	Other Section Leaders	37	12	32	4	1	3
Dispute Resolution	Section Officers	6	7	8	0	1	0
	Section Chair	1	0	1	0	0	0
	Other Section Leaders	21	15	24	4	0	0
Elder Law and Special Needs	Section Officers	7	4	10	1	2	0
	Section Chair	0	1	1	0	0	0
	Other Section Leaders	42	50	75	4	0	0

Entertainment, Arts and Sports Law	Section Officers	4	6	7	2	0	0
	Section Chair	1	0	1	0	0	0
	Other Section Leaders	26	22	26	3	0	1
Environmental Law	Section Officers	6	2	5	0	0	0
	Section Chair	2	0	0	1	0	0
	Other Section Leaders	58	26	61	1	0	0
Family Law	Section Officers	3	3	4	0	0	0
	Section Chair	1	0	1	0	0	0
	Other Section Leaders	63	52	91	5	4	4
Food, Drug & Cosmetic Law	Section Officers	2	3	3	0	0	0
	Section Chair	1	0	1	0	0	0
	Other Section Leaders	0	3	1	0	0	0
General Practice	Section Officers	7	1	5	1	0	0
	Section Chair	0	1	1	0	0	0
	Other Section Leaders	26	5	20	3	0	0
Health Law	Section Officers	6	4	5	1	0	0
	Section Chair	1	0	1	0	0	0
	Other Section Leaders	23	17	29	1	0	1
Intellectual Property Law	Section Officers	1	5	5	0	0	0
	Section Chair	1	0	0	1	0	0
	Other Section Leaders	20	8	17	1	0	1
International	Section Officers	9	3	9	2	0	1
	Section Chair	1	0	1	0	0	0
	Other Section Leaders	110	27	69	23	3	1
Judicial (Courts of Record)	Section Officers	1	4	4	1	0	0
	Section Chair	2	0	2	0	0	0

	Other Section Exec Comm	0	0	0	0	0	0
Labor and Employment Law	Section Officers	6	4	8	1	0	0
	Section Chair	1	0	1	0	0	0
	Other Section Leaders	46	20	46	7	4	2
Municipal Law	Section Officers	4	2	6	0	0	0
	Section Chair	0	1	1	0	0	0
	Other Section Leaders	23	11	20	3	0	0
Real Property Law	Section Officers	6	4	10	0	0	0
	Section Chair	1	0	0	0	0	0
	Other Section Leaders	63	13	50	5	0	1
Senior Lawyers	Section Officers	3	3	5	0	0	0
	Section Chair	0	1	1	0	0	0
	Other Section Leaders	19	1	19	0	0	0
Tax Section	Section Officers	5	2	7	0	0	0
	Section Chair	1	0	1	0	0	0
	Other Section Leaders	68	11	51	2	0	3
Torts, Insurance & Compensation Law	Section Officers	6	3	9	0	1	0
	Section Chair	0	1	0	1	0	0
	Other Section Leaders	44	12	33	4	1	1
Trial Lawyers	Section Officers	7	3	7	1	0	0
	Section Chair	1	0	0	1	0	0
	Other Section Leaders	23	4	18	3	0	0
Trusts and Estates Law	Section Officers	4	5	8	0	0	0
	Section Chair	0	1	1	0	0	0
	Other Section Leaders	31	18	46	1	2	0

Young Lawyers	Section Officers	3	2	5	0	0	0
	Section Chair	0	1	0	0	0	0
	Other Section Leaders	14	16	19	3	1	2
Totals		1032	497	1057	102	23	24

2015 Diversity Report Card
House of Delegates by Judicial District
 Report Run June 16, 2015

JD	Group	Male	Female	Caucasian	Racial/Ethnic Minority	Disability	LGBTQ
1	Elected House Delegates	1	2	2	1	0	0
1	Executive Committee Vice-Presidents	2	1	2	1	0	0
1	Other Executive Committee Members	2	0	1	1	0	1
1	Other House Delegates	45	30	50	11	1	3
2	Elected House Delegates	2	1	1	0	0	0
2	Executive Committee Vice-Presidents	1	0	1	0	0	0
2	Other House Delegates	6	6	6	4	0	0
3	Elected House Delegates	2	2	3	0	0	0
3	Executive Committee Vice-Presidents	1	0	0	1	0	0
3	Other Executive Committee Members	2	3	4	0	0	0
3	Other House Delegates	11	19	14	4	1	0
4	Elected House Delegates	1	1	1	1	0	0
4	Executive Committee Vice-Presidents	1	0	1	0	0	0
4	Other House Delegates	2	6	4	1	0	0
5	Elected House Delegates	1	2	2	1	0	0
5	Executive Committee Vice-Presidents	1	0	1	0	0	0
5	Other House Delegates	6	5	7	1	0	3
6	Elected House Delegates	2	0	2	0	0	0
6	Executive Committee Vice-Presidents	0	1	0	0	0	0
6	Other House Delegates	4	2	5	0	0	0
7	Elected House Delegates	2	1	3	0	0	0
7	Executive Committee Vice-Presidents	1	0	0	1	0	0
7	Other Executive Committee Members	1	0	1	0	0	0
7	Other House Delegates	12	1	11	0	0	1

8	Elected House Delegates	3	0	1	1	0	0
8	Executive Committee Vice-Presidents	0	1	1	0	0	0
8	Other Executive Committee Members	1	1	1	1	0	0
8	Other House Delegates	9	3	9	1	0	0
9	Elected House Delegates	4	2	4	1	0	0
9	Executive Committee Vice-Presidents	0	1	1	0	0	0
9	Other Executive Committee Members	5	1	6	0	0	0
9	Other House Delegates	10	8	14	2	0	0
10	Elected House Delegates	3	0	1	0	0	0
10	Executive Committee Vice-Presidents	1	0	1	0	0	0
10	Other Executive Committee Members	0	1	1	0	0	0
10	Other House Delegates	19	8	17	1	1	0
11	Elected House Delegates	2	1	1	1	0	0
11	Executive Committee Vice-Presidents	1	0	0	1	0	0
11	Other Executive Committee Members	1	0	1	0	0	0
11	Other House Delegates	2	3	1	4	0	0
12	Other House Delegates	1	1	1	1	0	0
13	Elected House Delegates	3	0	3	0	0	0
13	Executive Committee Vice-Presidents	1	0	1	0	0	0
13	Other Executive Committee Members	0	1	0	1	0	0
13	Other House Delegates	1	2	2	0	0	0
99	Other House Delegates	3	3	5	0	0	0

New York State Bar Association Member Age

			AGE GROUP						
			Under 21	21-35	36-50	51-65	66+	No Birth Date	Total
2014-2015	All Members	count:	11	12,605	14,543	17,088	9,658	10,395	64,300
		%:	0.02%	19.60%	22.62%	26.58%	15.02%	16.17%	100.00%
		valid %:	0.02%	23.38%	26.98%	31.70%	17.92%		100.00%
2014-2015	All Section Members	count:	2	4,818	7,340	10,535	5,029	1,094	28,818
		%:	0.01%	16.72%	25.47%	36.56%	17.45%	3.80%	100.00%
		valid %:	0.01%	17.38%	26.48%	38.00%	18.14%		100.00%
2014-2015	All Section CHAIRS	count:	0	1	7	13	5	0	26
		%:		3.85%	26.92%	50.00%	19.23%		100.00%
		valid %:		3.85%	26.92%	50.00%	19.23%		100.00%
2014-2015	NYSBA Executive Committee	count:	0	0	9	17	4	0	30
		%:			30.00%	56.67%	13.33%		100.00%
		valid %:			30.00%	56.67%	13.33%		100.00%
2014-2015	All Section Leaders	count:	0	103	368	602	364	20	1,457
		%:		7.07%	25.26%	41.32%	24.98%	1.37%	100.00%
		valid %:		7.17%	25.61%	41.89%	25.33%		100.00%
2014-2015	House of Delegates Members	count:	0	12	77	121	80	0	290
		%:		4.14%	26.55%	41.72%	27.59%		100.00%
		valid %:		4.14%	26.55%	41.72%	27.59%		100.00%

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2015-2016

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