

## **New York State Bar Association Intellectual Property Section Diversity Plan**

### **Commitment:**

The NYSBA IP Law Section continues its commitment to enhancing the diversity and inclusion of its programming, membership and leadership to reflect the diversity of attorneys in the legal community and society overall.

### **History:**

In 2003, when the NYSBA adopted a diversity policy, the IP Law Section began creating programming aimed at diversity and inclusion. The first program that year was *Women in IP* which has continued to occur annually for the past seventeen years. In addition, the IP Law Section has hosted other diversity events including: *Elevating Your Professional Profile*; *Building Bridges and Understanding and Disrupting Implicit Bias in the Legal Workplace*. The IP Section has also supported diversity panels and events sponsored by other sections.

### **Purpose:**

The purpose of the IP Law Section's Diversity Plan is to ensure that people of all genders, races, colors, religions, sexual orientation, gender identity, ethnic origins, national origins, ages and disabilities are represented in the IP Law practice, IP Law Section membership, leadership and Section Committees.

### **Goal:**

The goal of the diversity plan is to promote and advance the full and equal participation of diverse law school students and attorneys in the IP Section membership, on Section Committees and in Section leadership; monitor progress and report yearly on effectiveness, or lack thereof, of diversity and inclusion initiatives; promote and encourage the number of diverse attorneys in the IP practice area; and create a pipeline for diverse candidate employment opportunities.

### **The Diversity Plan/Action Steps:**

- A. Require dissemination of the Diversity Plan membership-wide, including sending the Plan to every new member of the section. Make the Plan easily accessible and available on the section webpage. Conduct an annual review of the Diversity Plan and update as necessary.
- B. The IP Law Section Chair will provide oversight of the implementation of the Section's Diversity Plan. Each year the Chair will work with the Section's Diversity Co-Chairs to develop and secure approval of specific annual implementation steps with specific timelines and budget allocation.
- C. Promote and track diversity of IP Law Section leadership, including, executive committee chair, executive committee officers, sub-committee chair positions and members.
- D. Set a goal of 50% diversity in IP Law Section leadership.

- E. Increase diversity in IP Law Section programs, CLE and non-CLE, both live and virtual by improving diversity among program chairs, speakers, moderators and attendees. Make it mandatory for program chairs to make purposeful efforts to include diverse speakers and moderators on program panels. Undertake analysis of current and (to the extent data is available) past program panels and programs to better understand current and past levels of diversity of speakers and attendees. After developing a baseline, set annual targets to increase speaker and attendee diversity each year with the goal of reaching at least 60% diversity by 2024. Co-sponsor programs and events with affinity bars and other organizations that can contribute to diverse attendance and participation. Ensure program venues and materials are accessible to persons with disabilities. Take measures to minimize economic barriers and chose locations that may increase diversity, such as law schools, affinity bar association locations etc.
- F. Create and maintain a diverse speaker database.
- G. Commit to continuous outreach to affinity bars and other professional organizations, legal communities, and law schools to foster cooperative programming and encourage cross-membership. Appoint a liaison for each diversity-focused entity.
- H. Commit to a minimum of two CLE or non-CLE diverse focused programs per year.
- I. Include diversity in marketing and membership materials. Materials should be welcoming and include representation of diverse participants and attorneys in informational communications, advertisements and solicitations.
- J. The IP Law Section will re-purpose the Mimi Netter Fellowship and consider funding other scholarships and/or fellowships to support diverse law students interested in the study and practice of IP Law.
- K. Create a formal mentorship program matching IP Law Section members with newly admitted lawyers who join the IP Law Section.
- L. Commit to surveying the IP Section membership twice per year to aggregate information related to diversity of the section membership. The Diversity Plan should accompany the survey so as to stress the importance of membership participation. Report and make the results of the surveys easily available and accessible to membership.