



COMMITTEE ON BYLAWS

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June 14, 2022

Richard Lewis, Esq., Chair
House of Delegates
Hinman, Howard & Kattell, LLP
80 Exchange Street, PO Box 5250
Binghamton, New York 13902-5250

*Re: Comments on Resolution Proposed by the Committee on
Diversity, Equity, and Inclusion*

Dear Dick:

On behalf of the Committee on Bylaws, I commend the efforts of the Committee on Diversity, Equity, and Inclusion in preparing a comprehensive report on this issue of paramount importance to the Association.

In reviewing the proposed resolution of being recommended to the House, our committee wishes to confirm the process that will be followed should the Resolution proposed by the Committee on Diversity, Equity and Inclusion be adopted. In the ordinary course, if the House of Delegates approves the final resolved paragraph of the resolution as presented by the Committee, our committee would undertake efforts to prepare the language of a proposed bylaws amendment to be presented to the House for subscription at its November meeting. Should that amendment be subscribed by a majority of the members of the House, the proposed amendment would be presented to the Membership of the Association at the Annual Meeting in January. We offer this summary to confirm that: (1) action on the resolution before the House in June does not, in and of itself, constitute an amendment of the bylaws, and (2) our committee may suggest other and/or additional language in consideration of this effort as part of its process.

For example, our committee previously shared its view, with the Special Committee on Association Structure and Operations, that a review of the Association's Diversity Plan and the history of the Association's efforts to grow and sustain diversity within all aspects of its existence shows that, while the Association has adopted and later restated a strong policy in favor of diversity, that policy is not adequately reflected in the bylaws. We feel that amending the bylaws to do so is an important recognition of the Association's focus on this critical goal. An amendment

Letter to R. Lewis

Re: Comments from Bylaws Committee

June 14, 2022 – Page 2

to accomplish this would be relatively simple¹ and could be included as part of or in tandem with any revisions to the bylaws that the House recommends.

In conclusion, our committee stands ready to perform its role to study and propose amendments to the Bylaws should the proposed Resolution of the Committee on Diversity, Equity and Inclusion be adopted by the House. Our committee's work would then be presented to the House for the November meeting.

Very truly yours,

Robert Schofield

Robert T. Schofield
Chair

cc: Committee on Diversity, Equity, and Inclusion

¹ Although the Bylaws Committee has not yet fully studied the issue, the inclusion of a clearly stated commitment to diversity in Article II Purposes, perhaps as a second, standalone paragraph, would be one suggestion for a potential amendment.