

South Carolina Bar’s Five-Year Strategic Diversity Plan

2020



<p>Objective Number 1: The SC Bar should reflect the rich diversity of the citizenry of the State. (Report p. 1, line 1.)</p>	
<p>Goal: Perform a comprehensive survey to better understand our Bar members’ diversity and to understand the climate on the state of diversity and inclusion. (Report p. 1, line 3.)¹</p>	
Action Items:	Timeline:
<p>1. Include in the next applicable year’s budget funds to hire a survey consultant to create a comprehensive, user-friendly online survey. (Report, p. 2, line 1.)</p>	<p>2021-2022 Budget</p>
<p>2. Perform a comprehensive survey of Bar members’ diversity and to understand the climate on the state of diversity and inclusion. (Report p. 1, line 3.)</p>	<p>Initiate the survey in the Fall of 2021 (report completed Summer of 2022)</p>
<p>3. Measure demographics/diversity indicators i. Conduct annual follow-up surveys and a follow up survey every 10 years.</p>	<p>Summer 2031</p>
<p>4. Publish Bar’s statistics on the lawyers licensed in the State. (Report, p. 1, line 3.)</p>	<p>January 2021</p>
<p>5. Act as a resource for others who care about the demographic trends of South Carolina’s legal community. i. Publish, present and share demographic news, trends and information. ii. Host events and discussions about the data and its implications.</p>	<p>Fall 2022 – Fall 2023</p>
<p>6. After reviewing the survey and data results, the Bar actively pursues solutions to execute a plan of action that will increase diversity not only within the Bar but to also ensure that the Bar’s leadership is reflective of the diversity of each community within South Carolina. (Report p. 1, lines 3 and 5.)</p>	<p>Fall 2022 (ongoing)</p>

¹ All references to “Report” are to the [Report on the Strategic Plan on Diversity that was submitted by the SC Board of Governors’ Ad Hoc Committee on Diversity](#) on July 16, 2019, and adopted by the Board of Governors in September of 2019.

South Carolina Bar's Five-Year Strategic Diversity Plan

2020



<p>Objective Number 2: The Bar should achieve diversity in its leadership. (Report p. 1, line 6.)</p>	
<p>Goal: The Bar should actively encourage and recruit lawyers from all backgrounds to participate in Bar councils, sections, and committees. (Report p. 1, line 6.)</p>	
Action Items:	Timeline:
<p>a. Study committees, council, and section leadership for historic diversity and determine what barriers, if any, exist to incorporating lawyers from all backgrounds in each committee, section, and council.</p> <ol style="list-style-type: none"> 1. Consider whether appointments to each committee, section, and council should process through the Nominating Committee. 2. Offer education to the membership on the benefits of participation on each committee, section, and council. 3. Offer education to the membership on the benefits of leadership in each committee, section, and council. <p>(Report p. 3, line 6.)</p>	<p>January 2021</p> <p>(Follow up January 2023 with survey data to support analysis.)</p>
<p>b. Study the House of Delegates for historic diversity and determine what barriers if any, exist to electing lawyers from all backgrounds to the House of Delegates. (Report p. 3, line 7.)</p>	<p>January 2021</p> <p>(Follow up January 2023 with survey data to support analysis.)</p>
<p>c. Analyze, when available, the diversity of each circuit to determine if the composition of said circuits contributes to a fully diverse House of Delegates (Report p. 3, line 8.)</p>	<p>January 2023 (efforts should be made to do this when each nomination period is open starting in January 2021)</p>
<p>d. Study the historic diversity of the Board of Governors and determine what barriers, if any, exist to incorporating lawyers from all backgrounds on the Board of Governors. (Report p. 3, line 9.)</p>	<p>January 2021</p> <p>(Follow up January 2023 with survey data to support analysis.)</p>

2020

<p>e. Analyze, when available, the diversity of each Judicial Region to determine if the composition of said regions contributes to a fully diverse Board of Governors. (Report p. 3, line 10.)</p>	<p>January 2023 (efforts should be made to do this when each nomination period is open starting in January 2021)</p>
<p>f. Initiate a program to recruit members from all backgrounds to serve in the House of Delegates and on the Board of Governors.</p>	<p>Starting Fall 2020 and continuing.</p>

Objective Number 3: The Bar will continue to build and support a diverse and inclusive membership. The members of the Bar will treat each other, clients, and all others with respect by listening to different opinions, thoughts, and ideas while embracing a culture of inclusion. (Report page 1, line 2.)

Goal: Build and support a diverse and inclusive membership.

Action Items:	Timeline:
<p>a. Open and continue a dialogue with the law schools resident in the State of South Carolina to determine what barriers, if any, exist to:</p> <ol style="list-style-type: none"> 1. Recruiting law students from diverse backgrounds; 2. Graduating law students from diverse backgrounds; 3. Ensuring bar passage rates consistently across applicants, free of racial, gender, or other bias. (Report p. 2, line 3.) 	<p>Fall 2021</p>
<p>b. Form a committee to study if the Bar as a whole is losing members to other jurisdictions due to misperceptions about the Bar and its receptiveness to diversity.</p> <ol style="list-style-type: none"> 1. Study if lateral hires are refusing to locate to the State due to perceived attitudes of inclusion in the State of South Carolina. 2. Study where law school graduates seek employment based on perceived attitudes of inclusion in the State of South Carolina. (Report p. 2, line 4.) 	<p>Summer 2022 (Follow up January 2023 with survey data to support analysis.)</p>

<p>c. Survey Bar staff for diversity to ensure the Bar has implemented a hiring philosophy that seeks the best staff recruited from all backgrounds. (Report p. 2, line 5.)</p>	<p>Summer 2024</p>
---	--------------------

Objective Number 4: The Bar should strive to achieve diversity in its programming, including publications, continuing legal education, and civic programs. This should be reflected in both the diversity of the substantive programming as well as the faculty of such programs. (Report page 1, line 7.)

Goal: Seek diversity in programming, publications, continuing legal education, and civic program through diverse substantive programming and faculty. (Modified Report page 1, line 7.)

Action Items:	Timeline:
<p>a. Review the historic programming of the Bar for inclusive and diverse topics, including:</p> <ol style="list-style-type: none"> 1. S.C. Lawyer and other publications. 2. CLE programming and publications; and 3. Civics programming. <p>(Report p. 3, line 12.)</p>	<p>Fall 2021</p>
<p>b. Continue and strengthen civics’ programming to foster a knowledge of a desire for the practice of law among the next generation of lawyers, including middle school, high school, and college students, including the following:</p> <ol style="list-style-type: none"> 1. YLD’s Color of Justice Program 2. LRE’s Mock Trial Program 3. LRE’s We the People Program. 4. In the middle and high school sponsored programs, evaluate the recruiting process for the participants who are actively involved in the programs. There should be a comprehensive diversity among those who are actively involved in the programs. There should be a comprehensive diversity initiative that has measures and a strategic plan to disseminate information to all interested students. 	<p>Summer 2022</p>

(Report p. 3, line 13.)	
c. Initiate a program to recruit authors, speakers, and contributors from all backgrounds for the Bar’s programming. (Report p. 4, line 14.)	Summer 2022 (understanding that efforts have already started and should continue; this would follow the historical review.)
d. Identify ABA-sponsored programs and determine if the programs are informative and effective and whether the implementation will render the desired results of diversity for the bar. (Report p. 2, line 9.)	Spring 2021
e. Continue programming to connect the Bar membership with civic and business professionals to further diversity efforts across the State.	Spring 2021

Objective Number 5: The state’s Judiciary (both state and federal bench) should reflect the rich diversity of the citizenry of the State of South Carolina. (Report p. 1, line 1.)

Goal: Bar should promote diversity within the judiciary by encouraging candidates from all backgrounds to apply for judicial appointments or elections. (Report p. 1, line 8.)

Action Items:	Timeline:
a. Open and continue a dialogue with the Judiciary to determine what barriers, if any, exist to creating a judiciary more reflective of the Bar’s diversity, and ultimately, the State’s diversity. (Report p. 2, line 2.)	Spring 2021
b. Launch a program to educate the Bar’s members about the judicial election or appointment process; the jurisdiction, obligation, and duties of the judiciary; and any other relevant information. (Report p. 1, line 8.) <ol style="list-style-type: none"> 1. Invite newly elected judges to explain the process and educate Bar members about each stage of the process. (Report p. 2, line 8.) 2. Invite members of the General Assembly to participate in these programs to enhance the potential candidates’ understanding. (Report p. 2, line 8.) 3. Offer programming in various modes (live and on demand). 	Spring 2022

South Carolina Bar's Five-Year Strategic Diversity Plan

2020



c. Offer education to membership on the role, benefits, and obligations of the judiciary. (Report p. 3, line 16.)	Fall 2022
d. Identify ABA-sponsored programs and determine if the programs are informative and effective and whether the implementation will render the desired results of diversity for the state and federal (DSC) bench. (Modified - Report p. 2, line 9.)	Spring 2021
e. Identify what populations are historically underrepresented by members of the judiciary to determine what barriers, if any, exist to increasing said representation. (Report p. 4, line 15.) f. Review demographic data of existing state and federal judiciary and publish on Diversity page of sctbar.org	Spring 2021
g. Form a committee to determine what barriers, if any, exist to increasing said representation. (Report p. 4, line 15.) h. Increase public outreach to better serve hard-to-reach and undeserved communities to ensure equal access to the judiciary.	Summer 2024

VISION FOR DIVERSITY: The SC Bar values the diversity of its members. Practitioners with varied backgrounds, experiences, and identities enrich the legal profession, the practice of law, the administration of justice, and society as a whole. (Report p. 1.)