

CCCBA WOMEN'S SECTION

DIVERSE SPEAKER POLICY

1. Statement of Purpose

- a. CCCBA Women's Section is committed to increasing diversity in its many facets. We recognize the substantial and continuing under representation of diverse groups exists in this County, including within law firm populations. We also recognize that associations, law firms, and attorneys owe a duty to attempt to increase Diversity in the legal community. Initiatives that support inclusion are a significant part of the mission of CCCBA Women's Section. Therefore, CCCBA Women's Section is committed to promoting diversity in every aspect of the organization including, but not limited to creating a more inclusive legal community through our speaking opportunities and in our educational programs. In order to meet the objectives of promoting including and encouraging the full and equal participation of all members and guests, CCCBA Women's Section expects persons speaking at its various events to be qualified to speak on the specific subject matter and to include diverse members of the legal community.

2. Diversity Defined

- a. In its initiative CCCBA defines diverse including without limitation to race, color, national origin, immigration status, ethnicity, gender, age, socio-economic status, religion, sexual orientation, gender identity and disability.
- b. CCCBA Women's Section is fully aware that diversity is a broad and flexible concept intending to include groups who have been under-represented in the legal community. These underrepresented groups include but are not limited to the people who identify with a single or combination of the following attributes: women; people of color, people of various national origins; people who identify as LGBTQ+; people of various religions and people with disabilities.
- c. For the purpose of this policy a diverse participant must be a person with a combination of two of the five attributes listed in section 2b.
- d. Participants will be given a speaker information sheet which includes the purpose of data collection to increase diversity and be asked to voluntarily self-identify from a category of demographics. No participant will be required to identify and will have the option to decline to answer. All information collected will be kept confidential with the CCCBA Women's Section Board of Directors.

3. Diversity Requirement

- a. This policy applies to all programs whose participants consists of 3 or more panel participants, including the moderator:
 - i. Programs consisting of 3 panel participants, including the moderator, will require at least 1 diverse participant;

- ii. Programs consisting of 4 to 5 panel participants, including the moderator, will require at least 2 diverse participants;
 - iii. Programs consisting of 6 to 7 panel participants, including the moderator, will require at least 3 diverse participants;
 - iv. Programs consisting of 8 to 9 panel participants, including the moderator, will require at least 4 diverse participants;
 - v. Programs consisting of 10 to 11 panel participants, including the moderator, will require at least 5 diverse participants;
 - vi. Programs consisting of 11 to 12 panel participants, including the moderator, will require at least 6 diverse participants;
 - vii. Programs consisting of 13 to 16 panel participants, including the moderator, will require at least 7 diverse participants;
- b. For educational programs consisting of 2 panel participants, CCCBA Women's Section strongly encourages that one of the panel participants be diverse.
- c. An exception may be granted if it is determined by the CCCBA Women's Section Board of Directors and Chair of the DEI Committee that a good faith effort to include the requisite number of diverse members was made but was not attainable.
- i. If a panel does not comply, was not granted a good faith exception, and/or it is determined that there is conscious disregard of this policy, CCCBA Women's Section retains the right to cancel scheduled programming.
 - ii. In making a determination as to whether reasonable and good faith efforts have been made to comply with this policy, the totality of the circumstances will be considered, including information regarding the available pipeline of qualified candidates and any other relevant information and anecdotal information.
 - iii. Although not a requirement, CCCBA Women's Section aspires to achieve a ratio of 50% diversity of the total panel participation, including the moderator at all educational programs.
 - iv. All reasonable efforts and accommodations will be made to ensure individuals who have a disability can access CCCBA Women's Section programs.